

(19) World Intellectual Property Organization
International Bureau



(43) International Publication Date
31 May 2001 (31.05.2001)

PCT

(10) International Publication Number
WO 01/39078 A1

(51) International Patent Classification⁷: G06F 17/60

Lanc, Paoli, PA 19301 (US). HARLACHER, Paul, B.;
546 W. Beechtree Lane, Strafford, PA 19087 (US).

(21) International Application Number: PCT/US00/32093

(22) International Filing Date:

22 November 2000 (22.11.2000)

(74) Agent: RENZ, Eugene, E., Jr.; Eugene E. Renz, Jr. P.C.,
205 North Monroe Street, P.O. Box 2056, Media, PA 19063
(US).

(25) Filing Language:

English

(26) Publication Language:

English

(30) Priority Data:

60/167,531 24 November 1999 (24.11.1999) US

(81) Designated States (*national*): AE, AL, AM, AT, AU, AZ,
BA, BB, BG, BR, BY, CA, CH, CN, CU, CZ, DE, DK, EE,
ES, FI, GB, GD, GE, GH, GM, HR, HU, ID, IL, IN, IS, JP,
KE, KG, KP, KR, KZ, LC, LK, LR, LS, LT, LU, LV, MD,
MG, MK, MN, MW, MX, NO, NZ, PL, PT, RO, RU, SD,
SE, SG, SI, SK, SL, TJ, TM, TR, TT, UA, UG, UZ, VN,
YU, ZA, ZW.

(71) Applicant: MEDICAL JOBS POT.COM, INC. [US/US];
57 West Avenue, P.O. Box 404, Wayne, PA 19087 (US).

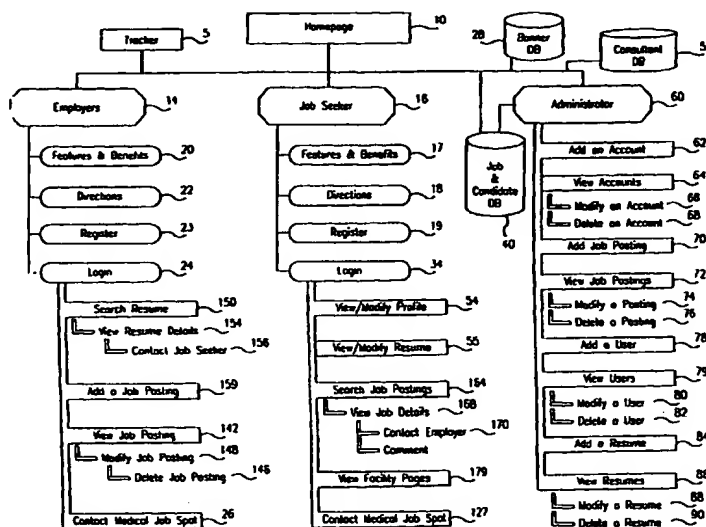
(84) Designated States (*regional*): ARIPO patent (GH, GM,
KE, LS, MW, MZ, SD, SL, SZ, TZ, UG, ZW), Eurasian
patent (AM, AZ, BY, KG, KZ, MD, RU, TJ, TM), European
patent (AT, BE, CH, CY, DE, DK, ES, FI, FR, GB, GR, IE,
IT, LU, MC, NL, PT, SE, TR), OAPI patent (BF, BJ, CF,
CG, CI, CM, GA, GN, GW, ML, MR, NE, SN, TD, TG).

Published:

— With international search report.

[Continued on next page]

(54) Title: SYSTEM AND METHOD FOR RECRUITING EMPLOYEES AND FINDING EMPLOYMENT FOR SAME



(57) Abstract: An interactive internet-based system (Fig. 1) for recruiting employees and finding employment that includes an entry screen (Fig. 2), an employer site (14), a job seeker site (16), an administrator site (60), and a tracker (5). The employer site (14), the job seeker site (16), and the administrator site (60) are linked to a job posting and job seeker database (40) which centrally store information for job postings and job seekers. The entry screen (Fig. 2) includes a first pictorial montage for employers and a second pictorial montage for job seekers. The employer site (14) is linked to a log in page (24), a resume search page (150), a job posting page (159), a view jobs page (142), and a contact page (26). The job seeker site (16) is linked to a log in page (34), a profile modification page (54), a resume page (55), a view jobs page (164), and a contact page (127).



— Before the expiration of the time limit for amending the claims and to be republished in the event of receipt of amendments.

For two-letter codes and other abbreviations, refer to the "Guidance Notes on Codes and Abbreviations" appearing at the beginning of each regular issue of the PCT Gazette.

**SYSTEM AND METHOD FOR RECRUITING EMPLOYEES
AND FINDING EMPLOYMENT FOR SAME**

FIELD OF THE INVENTION

This application claims the benefit of U.S. Provisional Application No. 60/167,531 filed November 24, 1999.

This invention relates to a system for recruiting employees and finding
5 employment, and, more particularly, to an interactive internet-based website application
for recruiting employees and finding employment.

BACKGROUND OF THE INVENTION

The Internet has emerged as a useful tool of commerce in nearly every area of business today. In the field of job placement and recruiting companies sometimes use Internet sites such as bulletin boards and web pages to post job listings and recruit new employees through advertising. However, such approaches are very limited in the ability to reach large numbers of potential employees since whether or not the sites are found on the vast internet is, at best, a hit and miss possibility. Further, bulletin boards are cumbersome and hard to maintain for both employers and employees and feature little or nothing besides posting basic information.

10 In an apparent attempt to improve upon other Internet based applications, applications offering some forms of resume screening and monitoring of employment advertisements have been proposed. One such system is disclosed in U.S. Patent No. 5,978,768 to McGovern, et al. entitled "Computerized Job Search System and Method for Posting and Searching Job Openings Via a Computer Network." Unfortunately, 15 such systems are limited in that they require a software application that resides on a computer owned and operated by a user. A further drawback of such a system is that it depends upon the local computer operating system to perform almost all tasks. That is, the system requires specific, dedicated software programs that must reside on each user's computer, apart from software required to access the Internet. Still a further 20 drawback of such a system is that it requires resumes to be uploaded via e-mail or transmitted by facsimile, rather than entered in real time and directly through an Internet connection. Such indirect inputs can result in delays in posting the resumes.

As still a further drawback, such systems store job summaries separately from job details. Only a portion of the information about a position resides in a single location accessible via computer network. A more detailed portion of the position information is maintained by each employer using the system on their separate computers. Thus, 5 maintenance of detailed position information is more likely to be non-uniform and subject to variations in quality control depending on the individual users. Further, with the data being stored in such a widely distributed manner, searching through complete details of job descriptions is virtually impossible since each employer's computer must be separately accessed.

SUMMARY OF THE INVENTION

The present invention provides a system that overcomes the drawbacks of the prior art by providing an interactive internet-based site application for recruiting employees and finding employment.

- 5 The invention provides an interactive internet-based system for recruiting employees and finding employment including an entry screen, an employer site, and a job seeker site. The entry screen includes a first pictorial montage for employers and a second pictorial montage for job seekers. An employer can be any person or entity that hires job seekers, including, for example, institutions, corporations, companies,
- 10 partnerships, clinics, individuals, agencies and others needing workers. Both employers and job seekers can be users of the system website.

- Users use a pointing device to select one of the montages to access informational or information submission screens. The employer montages and job seeker montage are linked to pages to review the features and benefits of the system, a page to register, a
- 15 page for directions to the site, and a page to enter the site if they are already registered. The employer entrance site is linked to a log in page, a resume search page, a job posting page, a view jobs page, and a contact page. The job seeker entrance site is linked to a log in page, a profile modification page, a resume page, a view jobs page and a contact page. A job position and job seeker database for centrally storing job postings
- 20 and job seeker information for a plurality of employers and job seekers is accessible through an administrative site.

It is one object of the invention to provide an improved job placement system that will allow employers to:

- a) view all job seeker resume information;
- b) add job openings or postings that can be viewed by job seekers;
- 5 c) modify or delete the employer's postings;
- d) view all of their own postings;
- e) optionally view consultant's resumes and qualifications;
- f) optionally run banner advertisements throughout a website;
- g) optionally conduct on-line interviews; and
- 10 h) optionally provide on-line orientation.

It is another object of the invention to provide an improved job placement system that will allow job seekers to:

- a) view all job openings or postings for a plurality of employers as stored in a central database;
- 15 b) view all job openings or postings by professional expertise;
- c) view all job openings or postings by geographical location;
- d) view a listing of job postings meeting custom search criteria, such as, for example, state and professional expertise;
- e) view all employers;
- 20 f) view facility profiles;
- g) optionally participate in on-line interview; and
- h) optionally participate in on-line orientation.

It is another object of the invention to provide an improved job placement

system that will allow job seekers and/or employers to initiate further contact with each other using e-mail, telephone, facsimile or quick contact through the website.

BRIEF DESCRIPTION OF THE DRAWINGS

Figure 1 shows an exemplary website map for a system made in accordance with the present invention.

Figure 2 shows an exemplary entry web page for a system made in accordance
5 with the present invention.

Figures 3A and 3B are intended to be pieced together lengthwise in order to form a single web page whereon the employer features and benefits of the web site are listed in detail for the user.

Figures 3C, 3D and 3F are intended to be pieced together lengthwise in order to
10 form a single web page whereon the directions for the web site are listed in detail for the user.

Figures 3G and 3H, are intended to be pieced together lengthwise in order to form a single web page showing an example of a facility registration page.

Figure 4 shows an exemplary display for logging onto a system made in
15 accordance with the present invention.

Figure 4A shows an example of an invalid login page.

Figure 5A shows a web page illustrating job seeker features and benefits of a web site constructed in accordance with the invention.

Figures 5B, 5C and 5D are intended to be pieced together lengthwise in order to
20 form a single web page showing directions for the web site in detail for the user.

Figures 5E and 5F are intended to be pieced together lengthwise in order to form a single web page showing a job seeker registration page.

Figure 6 shows an exemplary display of a job posting addition form for a system made in accordance with the present invention.

Figure 6A shows an exemplary display of a specific job posting for a system made in accordance with the present invention.

5 Figure 7A shows an exemplary display of a list of facility profiled.

Figure 7B shows an exemplary display of a facility profile.

Figure 8A shows an exemplary page for viewing job postings.

Figure 8B shows an exemplary page for viewing, modifying and/or deleting job postings.

10 Figure 8C shows an exemplary display of a job posting deletion confirmation screen for a system made in accordance with the present invention in more detail.

Figure 8D shows an exemplary display of a job posting modification confirmation screen.

15 Figure 9 shows an exemplary screen for viewing job seeker resumes by an employer used in a system made in accordance with the present invention.

Figure 10 shows an exemplary display of a listing of available job seekers screen for a system made in accordance with the present invention.

Figure 11 shows an exemplary display of a specific job seeker screen for a system made in accordance with the present invention.

20 Figure 12 shows an example of a screen for direct e-mail contact with a job seeker with e-mail tracking.

Figure 13 shows an exemplary display of an entry point search menu screen for job seekers as used in a system made in accordance with the present invention.

Figure 14 shows an exemplary display of a job seeker profile setup screen for job seekers as used in a system made in accordance with the present invention.

Figure 15 shows an exemplary display of a job seeker profile confirmation screen for job seekers as used in a system made in accordance with the present invention.

Figure 16 shows an exemplary display of a job seeker profile modification confirmation screen for job seekers as used in a system made in accordance with the present invention.

Figure 17 shows an exemplary display of a job seeker profile deletion confirmation screen for job seekers as used in a system made in accordance with the present invention.

Figure 18 shows an exemplary display of a listing of available job postings based on search criteria screen as used in a system made in accordance with the present invention.

Figure 19 shows an exemplary display of details of a specific job posting as used in a system made in accordance with the present invention.

Figure 20 shows a conceptual block diagram illustrating the site tracking capabilities of the system constructed in accordance with the present invention.

Figure 21 shows a page illustrating a view resume area.

Figures 22A and 22B are intended to be read as a single drawing pieced together vertically to show a page illustrating an accounts area page as may be accessed through the administrator entry link.

Figure 23 shows a page illustrating a view accounts area page as may be accessed through the administrator entry link to view accounts.

Figure 24 shows a page illustrating an add users area page as may be accessed through the administrator entry link.

5 Figure 25 shows a page illustrating a view users area page as may be accessed through the administrator entry link.

Figure 26 shows a page illustrating an add resume area page as may be accessed through the administrator entry link.

10 Figure 27 shows a page illustrating a modify resume area page as may be accessed through the administrator entry link.

Figure 28 shows a page illustrating a view resume area page as may be accessed through the administrator entry link.

Figure 29 shows a block diagram of the virtual interview and on-line orientation features of the invention.

DETAILED DESCRIPTION OF THE PREFERRED EMBODIMENTS

The invention is described herein with reference to some examples relating to medical professions and employers. However it will be understood that these examples are provided only to illustrate the teachings of the invention and that the invention is not so limited. Referring now to Figure 1, an exemplary website map for an interactive internet-based site application for recruiting employees and finding employment system made in accordance with the present invention is shown. The website map includes a homepage 10 including entry points or links into a plurality of related Internet based sites. In one example of a system constructed in accordance with the present invention, the home page 10 branches into system entries, including a, employer entry 14, and a job seeker entry 16. An administrator entry 60 is available only to a system administrator. A job position and candidate database for centrally storing job postings and candidate information for a plurality of employer institutions and candidates is accessible through the administrator site.

The employer entry 14 is linked to a page to review the features and benefits of the system 20, a page for directions to the site 22, a page to register 23, and a page to enter the site and log in 24 if they are already registered. After properly filling in the log in page 24, links may be made to a resume search page 150, a job posting page 159, a view jobs page 142, and a contact page 26. The resume search page 150 has further links to a page for viewing resume details 154 that is linked to a page for contacting a job seeker 156. The view jobs page 142 may further be linked to access an employer page to modify a job posting 148 that is also linked to an employer page to delete a job posting 146.

The job seeker entry 16 is similarly linked to a job seeker page to review the features and benefits of the system 17, a job seeker page for directions to the site 18, a job seeker page to register 19, and a job seeker page to enter the site and log in 34 if they are already registered. After properly filling in the job seeker log in page 34, links may
5 be made to a view/modify profile page 54, view/modify resume page 55, a search job postings page 164, a view facilities page 179, a view jobs page 142, and a job seeker contact page 127.

The administrator entry 60 is linked to a plurality of administrator pages including a page to add an account 62, a page to view accounts 64, a page to add job
10 postings 70, a page to view job postings 72, a page to add a user 78, a page to view users 79, a page to add a resume 84, and a page to view resumes 86. The page to view accounts 64 may further be linked to access a page to modify accounts 66 and a page to delete an account 68. The page to view job postings 72 may further be linked to access a page to modify a job posting 74 and a page to delete a job posting 74.

15 Through tracker 5, the system tracks how many times a user logs in, their last login, how many times a resume is updated and how many times it is viewed; how many times a job posting is viewed and when it was updated. Tracker 5 may be implemented in software residing on an administrative computer or server, for example.

An optional banner advertising database 28 includes banner advertisements from
20 a plurality of employers for inclusion on web pages related to the job placement system. In one embodiment of the invention, an optional consultant database 52 comprising

information on a plurality of available consultants is included in the system. The job position and job seeker database 40, the banner advertising database 28, and the consultant database 52 may all be accessed by an administrator.

Referring now to Figure 2, an exemplary entry web page for a system made in accordance with the present invention is shown. This is by way of example only for teaching purposes. It will be understood that the system of the invention is by no means limited to the medical field, but is applicable to any profession or work. The entry screen 10 includes a first pictorial montage comprising the entry for employers 14 and a second pictorial montage comprising the entry for job seekers 16. As described above, the pictorial montage comprising the entry for employers 14 comprises links to the page to review the features and benefits of the system 20, the page for directions to the site 22, the page to register 23, and the page to enter the site and log in 24 if they are already registered. As discussed above, both employers and job seekers can be users of the system website. Users use a pointing device to select one of the montages to access informational or information submission screens. As further indicated above, an employer can be any person or entity that hires job seekers, including, for example, institutions, corporations, companies, partnerships, clinics, individuals, agencies and others needing workers.

The second pictorial montage comprising the entry for job seekers 16 comprises links to the job seeker page to review the features and benefits of the system 17, the job seeker page for directions to the site 18, the job seeker page to register 19, and the job seeker page to enter the site and log in 34 if they are already registered.

In use, if the user selects the link to a page to review the employer features and benefits of the system 20, the link will bring up a page 20A as represented by Figures 3A and 3B that are intended to be pieced together lengthwise in order to form a single web page. Thereon the employer features and benefits of the web site are listed in detail
5 for the user.

In use, if the user selects the link to a page for employer directions to the site 22, the link will bring up a page 22A as represented by Figures 3C, 3D and 3F that are intended to be pieced together lengthwise in order to form a single web page. Thereon the directions for the web site are listed in detail for the user.

10 Referring now to Figures 3G and 3H, that are intended to be pieced together lengthwise in order to form a single web page, an example of a facility registration page 23A is shown. In use, if the user selects the link to page to register 23, the link will bring up a registration page 23A. The employer user must type in the requested contact information in the blanks provided including the facility 2300, contact first name 2302,
15 contact last name 2304, address, including city 2306, state 2308, and zip code 2310. Other requested fields in this example include an e-mail address 2312, telephone number 2314 and facsimile number 2316. When the use has completed the facility registration fields they may be submitted by activating a submit button 2318.

Referring now to Figure 4 an exemplary display 100 for logging onto a system
20 made in accordance with the present invention is shown. In use, if the user selects a page to enter the site and log in 24 if they are already registered, the link will bring up a page 24A. A login entry 306 including password entry 308 is provided for users if they have previously been assigned a login name and password. The login process is completed

by selecting an enter button 310. If an invalid password or user name are entered, an invalid login page is presented to the user as represented by Figure 4A. The invalid login page of Figure 4A allows the user to try again, obtain an e-mail reminder or seek help by activating the appropriate screen button. A substantially similar screen is
5 presented to the job seeker user when the job seeker user activates the portion of the montage representing the job seeker entry 34.

Referring again briefly to Figure 2, in use, if a job seeker user selects the link to a page to review the job seeker features and benefits of the system 17, the link will bring up a page 17A as represented by Figure 5A. Thereon the job seeker features and benefits
10 of the web site are listed in detail for the user.

In use, if the job seeker user selects the link to a page for job seeker directions to the site 22, the link will bring up a page 22A as represented by Figures 5B, 5C and 5D that are intended to be pieced together lengthwise in order to form a single web page. Thereon the directions for the web site are listed in detail for the user.

15 In use, if the job seeker user selects the link to page to register 19, the link will bring up a job seeker registration page 19A as represented by Figures 5E and 5F that are intended to be pieced together lengthwise in order to form a single web page. As in the case of an employer, a job seeker user must type in the requested contact information in the blanks provided including a, username, a user password, profession, first name,
20 contact last name, address, including city, state, and zip code. Other requested fields in this example include an e-mail address, telephone number and facsimile number. When the use has completed the facility registration fields they may be submitted by activating a submit button.

Referring now to Figure 14, an exemplary display of a job seeker profile setup screen for job seekers as used in a system made in accordance with the present invention is shown. The job seeker profile screen includes a form to be filled in by a job seeker including information such as, for example, a unique user name, a password, a job title,
5 name, address and contact information. As described above with reference to Figure 2, from the profile setup screen 162 a job seeker can submit a personal profile by selecting the submit button 122 to access a submission confirmation screen 172.

Referring now to Figure 6, an exemplary display of a screen for adding a job posting for a system made in accordance with the present invention is shown. An
10 employer fills in details pertinent to the job to be added, as well as selecting information from predetermined menus. The job posting screen includes information specific to a job posting including, for example, an indication whether the job posting is active, the professional expertise needed, the type of position, job title, location, region, job description, job requirements, benefits package, salary, other information, the name of
15 the employer, employer address and other contact information including telephone numbers, facsimile numbers and e-mail address. Comments may also be included by the user in a comment window 622. The user may also select an option to display or not display salary by marking the appropriate indicator at 612. When the job addition form screen is filled out by the user, it is submitted to the system database by activating the
20 submit button 624. Also provided, on this screen and on other employer screens, are buttons to activate a search for resumes button 630, to add a job posting button 632, to view a job posting button 634 and to contact the web site administration button 636. The user may log out of the system by activating log out button 638.

Referring now to Figure 6A, an exemplary display of a screen 144 including a specific job posting for a system made in accordance with the present invention is shown in more detail. The specific job posting screen 144 includes information specific to a selected job posting including, for example, a JOB ID, the profession needed, the type of position, experience required, other requirements, the name of the employer, employer address and other contact information including telephone numbers, facsimile numbers and e-mail address. A contact-now button 145 is available to launch the contact-now e-mail screen 156 (see Fig. 12). A space for comments 147 is also provided for the user for posting against the job posting. A similar detail screen is available for each job posting in the database.

Referring now to Figure 7A, an exemplary display of a list of facility profiled is there shown. A user may follow links 701 to any of the listed facilities to view their respective profiles.

Referring now to figure 7B, an exemplary display of a facility profile for an employer is there shown. A facility description page is available for each facility in the database. The facility description page advantageously includes facility information 700, a listing of job postings for the facility 702 and a plurality of detail buttons 704. The user may view details of any job posting by activating the detail button 704. Further, The facility description page can include a graphic, hyperlink to the employer's web site, and other miscellaneous links. The facility description page is preferably set up by the administrator and can be viewed by job candidates that search the job posting section.

Referring now to Figure 8A, an exemplary page for viewing job postings is shown. In one example, a user may access the view posts area screen through the employer link 142 or the view job postings link 164. A detailed job posting page may be accessed by activating details button 804.

5 Referring now to Figure 8B, an exemplary page for viewing, modifying and/or deleting job postings is shown. In one example, an administrative user may access the view posts area screen through the administrator links, like view job postings 72. A modify job posting page may be accessed by activating modify button 800. Similarly a delete button 802 is provided for deleting unwanted job postings. Note that in a
10 preferred embodiment of the system of the invention, an administrator may modify or delete job postings for multiple employers, but a particular employer may only modify or delete its own job postings.

Referring now to Figure 8C, an exemplary display of a job posting deletion confirmation screen 146 for a system made in accordance with the present invention in
15 more detail. The job posting deletion confirmation screen 146 also includes information specific to a selected job posting including, for example, a JOB ID, the profession needed, the type of position, experience required, other requirements, the name of the employer, employer address and other contact information including telephone numbers, facsimile numbers and e-mail address. A back button is also provided. Using the
20 deletion confirmation screen, a user can verify information of a job posting to be deleted before irretrievably deleting the posting. Referring now to Figure 8D, an exemplary display of a job posting modification confirmation screen 148 for a system made in accordance with the present invention is shown in more detail. The job posting

modification confirmation screen 148 also includes information specific to a selected job posting including, for example, a JOB ID, the profession needed, the type of position, experience required, other requirements, the name of the employer, employer address and other contact information including telephone numbers, facsimile numbers
5 and e-mail address. A back button is also provided. Using the modification confirmation screen, a user can verify modified information of a job posting.

Referring now to Figure 9, an exemplary screen for viewing employee resumes by an employer used in a system made in accordance with the present invention is shown in more detail. The user has the options of selecting a view all button 420,
10 marking at least one predetermined search criteria 422, selecting a professional expertise using drop down list button 424, and selecting a state using drop down list button 426. A first search button 428 applies the user selected search criteria to resumes stored in the job database 40. A second search button 430 is programmed to display updated or new resumes posted within a prior recent time period, such as resumes posted or updated
15 within the previous week.

Referring now to Figure 10, an exemplary display of a listing of available job seekers screen for a system made in accordance with the present invention is shown. The screen listing available job seekers includes job seeker information such as an identification number for the technician (TECH ID), specialty identification, certification information,
20 licensing information and an action button for each job seeker 1010. The action button can be used to view more detail about each job seeker in a related screen.

Referring now to Figure 11, an exemplary display of a specific job seeker screen 154 for a system made in accordance with the present invention is shown in more detail. The view of specific job seeker screen 154 includes information on the specific job seeker selected by activated an associated detail button 1010 as shown in Figure 10. In
5 one example embodiment, information shown on the screen may include the job seeker's profession, degrees, certifications, experience, licensing, current employer, availability, type of employment sought, willingness to travel, willingness to relocate, language skills, name and address. Other information may be included as appropriate. Screen 154 may also include a favorites button 130 that the user may activate to store
10 the page location in a list of frequently accessed user pages. A contact button 134 and back button 132 can also be included as described above.

Referring now to Figure 12 an example of a screen 156 for direct e-mail contact with a job seeker is shown. The e-mail screen may be a standard e-mail screen that automatically includes the e-mail information of the user as well as the e-mail address
15 of a designee. If a contact button or e-mail link is activated by the employer from an employer oriented screen the addressee will be a selected job seeker as selected from a detailed job seeker screen. If a contact button is activated by a job seeker from a job posting screen the addressee will be a selected employer as selected from a detailed job posting or other appropriate screen. While not shown, a similar screen may be accessed
20 by a job seeker to contact an employer in a substantially similar manner.

Another feature of the system of the invention is contact tracking of e-mail 157. The contact tracking logs or notes substantially every contact between an employer and a job seeker into an e-mail tracking database 161. The tracking information stored in

the database preferably includes the date of the contacts, the recipient, the sender and any other information deemed appropriate for tracking. The e-mail tracking information may be advantageously used to gather statistics and document contacts. This information may also be useful for marketing and advertising purposes.

- 5 Referring now to Figure 13, an exemplary display of a search menu screen for job seekers as used in a system made in accordance with the present invention is shown. The search menu screen includes a view all button 1302 that may be activated to display all job postings in the database. Further included is a geographical region search button 1306 that works in cooperation with a drop down menu 1306. A job seeker may select
- 10 a region from a drop down list stored in the drop down menu 1306 and activation of the search button 1302 will run a program that screens job postings according to the region selected. A professional expertise drop down menu 1310 is included as a search criteria as well as a state selection drop down menu 1312. Search button 1314 may be activated by the user to filter job posting search hits based on state, professional expertise or both.
- 15 Another feature included is a link to view all job postings by facilities 1316. A user may view job postings organized according to facility by clicking or otherwise activating link 1316.

- Referring now to Figure 15, an exemplary display of a job seeker profile confirmation screen 172 for job seekers as used in a system made in accordance with the
- 20 present invention. The job seeker profile confirmation screen 172 includes information as submitted on the job seeker profile setup screen described above.

Referring now to Figure 16, an exemplary display of a job seeker profile modification confirmation screen for job seekers as used in a system made in accordance with the present invention. The job seeker profile modification confirmation screen 174 includes information as submitted or modified by the job seeker on, for example, a
5 profile setup screen as described above.

Referring now to Figure 17, an exemplary display of a job seeker profile deletion confirmation screen 176 for job seekers as used in a system made in accordance with the present invention in more detail. The job seeker profile deletion confirmation screen 174 includes information as submitted or modified by the job seeker on, for example, a
10 profile setup screen as described above. The deletion screen can be accessed from delete button 126.

Referring now to Figure 18, an exemplary display of a listing of available job postings 164 based on search criteria screen as used in a system made in accordance with the present invention is shown. Each job listing 1812 includes an associated detail
15 button 1810 that can be activated to access and display details of a selected job posting.

Referring now to Figure 19, an exemplary display of details of a specific job posting 168 as used in a system made in accordance with the present invention is shown in more detail. The specific job posting display includes substantially all of the information submitted by an employer as restricted by employer options such as whether
20 or not to display salary. Back button 132, favorites button 130 and contact button 134 operate substantially similarly to similar buttons described above.

Referring now to Figure 20, a conceptual block diagram is shown illustrating the site tracking capabilities of the system constructed in accordance with the present invention. Software for tracking results 2002 receives tracking information from various sites including profile sites for facilities and resumes as well as job postings.

5 The system tracks how many times a user logs in, their last login, how many times a resume is updated and how many times it is viewed; how many times a job posting and profile site are viewed and when they were updated. The tracking information stored in the database preferably includes any other information deemed appropriate for tracking. The site tracking information may be advantageously used to gather statistics and

10 document site activity. This information may also be useful for marketing and advertising purposes. It is also believed to be useful for planning purposes.

Referring now to Figure 21, a page is shown illustrating a view resume area page 86A as may be accessed through the administrator entry link 86. The page includes a plurality of modify buttons 2102 and delete buttons 2104. The modify buttons are

15 activated to access a page for displaying resume information to be modified. The delete button is activated to delete unwanted resumes.

Referring now to Figures 22A and 22B that are intended to be read as a single drawing pieced together vertically, a page is shown illustrating an accounts area page 62A as may be accessed through the administrator entry link to add an account 62.

20 Links are also provided to view an account 64A corresponding to the administrator entry link 64 as shown in Figure 1. Account information specified is entered into the account fields 2202 as indicated by the indicia thereon.

Referring now to Figure 23, a page is shown illustrating a view accounts area page 64A as may be accessed through the administrator entry link to view accounts 64 as shown in Figure 1. The page includes a plurality of modify buttons 2302 and delete buttons 2304. The modify buttons are activated to access a page for displaying account
5 information to be modified. The delete button is activated to delete unwanted accounts.

Referring now to Figure 24, a page is shown illustrating an add users area page 78A as may be accessed through the administrator entry link to add users 78 as shown in Figure 1. User information specified is entered into the user fields 2402 as indicated by the indicia thereon. A submit button 2404 is activated to post entered information.

10 Referring now to Figure 25, a page is shown illustrating a view users area page 79A as may be accessed through the administrator entry link to view users 79 as shown in Figure 1. The page includes a plurality of modify buttons 2502 and delete buttons 2504. The modify buttons are activated to access a page for displaying user information to be modified. The delete button is activated to delete unwanted users.

15 Referring now to Figure 26, a page is shown illustrating an add resume area page 84A as may be accessed through the administrator entry link to add users 84 as shown in Figure 1. In some preferred embodiments of the invention, a substantially similar page may be accessed by job candidates to directly input their resume information. A drop down menu 2604 is used to indicate whether the displayed resume is active or
20 inactive. Resume information specified is entered into the resume fields 2602 as indicated by the indicia thereon. A submit button 2606 is activated to post entered information.

Referring now to Figure 27, a page is shown illustrating a modify resume area page 86A as may be accessed through the administrator entry link to modify resumes 86 as shown in Figure 1. In preferred embodiments of the invention, a substantially similar page may be accessed by job candidates to directly input their resume information as through job seeker link 55. Substantially the same fields are shown in Figure 27 as have been presented for completing in figure 26.

Referring now to Figure 28, a page is shown illustrating a view resume area page 55A as may be accessed through the through job seeker link 55, administrator entry link to add view resumes 86 or the employer view resume link 154 as shown in Figure 1. Resume information for a job seeker 2802 appears on the view resume area page 55A. Such a page is available for each resume in the database.

Referring now to Figure 29, a block diagram of the virtual interview and on-line orientation features of the invention are shown. The virtual interview 2902 is a method for job seekers and employers to converse directly online and in real time. It may be in the form of a chat room where the two parties agree to meet at the same time to have their discussion via a private online chat, private ICQ, or other private online real-time communication method.

On-line Orientation 2904 is a software implemented method for employers to conduct an online orientation of new employees. They can use the virtual interview technology to converse with each other. Employers can provide any required tests online for new employees to take. Employers can have a web site that has detailed pictures and graphics about their facility and the particular department where the new employee will work. Online orientation may be provided via a unique combination of

online training and testing, online virtual facility tours, online real-time communication methods and other similar technologies, including but not limited to streaming audio and video. The idea is to save time for both sides and to ease the stresses of relocating.

Reasonable modifications and variations are possible from the foregoing
5 disclosure without departing from either the spirit or scope of the present invention as defined by the claims.

CLAIMS

What is claimed is:

1. An interactive internet-based system for users including employers and job seekers, the system comprising:

5 an employer site;

 a job seeker site;

 an administrator site;

 wherein the employer site, the job seeker site and the administrator site are linked to a job posting and job seeker database for centrally storing job postings and job
10 seeker resumes for a plurality of employers and job seekers; and

 a plurality of job posting pages are available for displaying job postings from the database;

 a plurality of resume pages are available for displaying resumes from the database, wherein the job posting pages and resume pages are accessible from each of
15 the employer site, the job seeker site and the administrator site; and

 wherein activity for accessing any of the job postings and resumes is tracked by a tracking means.

2. An interactive internet-based system for users including employers and job seekers, the system comprising:

20 an employer site;

 a job seeker site;

 wherein the employer site and the job seeker site are linked to a job posting and job seeker database for centrally storing job postings and job seeker resumes for a

plurality of employers and job seekers; and

a plurality of job posting pages are available for displaying job postings from the database;

a plurality of resume pages are available for displaying resumes from the database, wherein the job posting pages and resume pages are accessible from each of the employer site and the job seeker site; and

wherein activity for accessing any of the job postings and resumes is tracked by a tracking means.

3. The system of claim 1 wherein the tracker records the number of times a user logs in, their last login, how many times a resume is updated and how many times it is viewed; and counting the number of times a job posting is viewed and when it was updated.

4. The system of claim 1 wherein the employer site further comprises an electronic mail contact function for e-mailing selected job seekers and an e-mail tracker for tracking contact information from the electronic mail contacts between job seekers and employers.

5. The system of claim 1 wherein the job seeker site further comprises an electronic mail contact function for e-mailing selected employers and an e-mail tracker for tracking information from the electronic mail contacts between job seekers and employers.

6. The system of claim 1 further including a banner advertising database accessible by at least the administrator site.

7. The system of claim 1 further including a facility profile available for each employer.

8. The system of claim 1 further including a job seeker profile available for each job seeker.

5 9. The system of claim 1 wherein the employer site is linked to a screen for modifying selected job postings of an employer user.

10. The system of claim 9 wherein the employer site is further linked to a modification confirmation screen.

10 11. The system of claim 9 wherein the employer site is further linked to a deletion button for deleting job postings.

12. The system of claim 11 wherein the deletion button is further linked to a delete confirmation screen.

13. The system of claim 1 wherein the job seeker site is linked to a screen for modifying a job seeker resume.

15 14. The system of claim 13 wherein the job seeker site is further linked to a resume modification confirmation screen.

15. The system of claim 13 wherein the job seeker site is further linked to a resume deletion button.

20 16. The system of claim 13 wherein the job seeker site is further linked to a profile delete confirmation screen.

17. The system of claim 1 wherein the employer site is further linked to a search screen for selecting search criteria for a search of job seeker information.

18. The system of claim 17 wherein the search screen applies a filter on the job position and job seeker database according to the search criteria to the search of job seeker information in response to activating a job seeker search submit button.

19. The system of claim 1 wherein the job seeker site is further linked to a job posting search screen for selecting search criteria for a search of job posting information.

20. The system of claim 18 wherein the job posting search screen applies a filter on the job position and job seeker database according to the search criteria to the search of job posting information in response to activating a job posting search submit button.

21. The system of claim 19 wherein the job posting search provides a list of job postings and wherein each job posting includes an associated job posting detail button.

22. The system of claim 20 wherein activating a job posting detail button brings up a detailed display for the selected job posting.

23. The system of claim 17 wherein the job seeker search provides a list of job seekers and wherein each job seeker includes an associated job seeker detail button.

24. The system of claim 20 wherein activating a job seeker detail button brings up a detailed display for the selected job seeker.

25. The system of claim 1 further including means for conducting a virtual interview.

26. The system of claim 1 further including means for conducting on-line orientation.

27. The system of claim 1 wherein the job seeker site is also linked to a profile setup screen.

28. The system of claim 1 wherein the employer site is also linked to a job posting addition screen.

29. The system of claim 1 wherein a primary screen provides access to the login screen and wherein the primary screen includes a links to informational screens and
5 account setup screens.

30. An interactive internet-based system for recruiting employees and finding employment system comprising:

an entry screen;

an employer site;

10 a job seeker site;

wherein the entry screen includes a first pictorial montage for employers and a second pictorial montage for job seekers, wherein users use a pointing device to select one of the montages to access informational or information submission screens;

wherein the employer site is linked to a page for setting up account information,
15 a page for modifying account information, a job position and job seeker database and a login page;

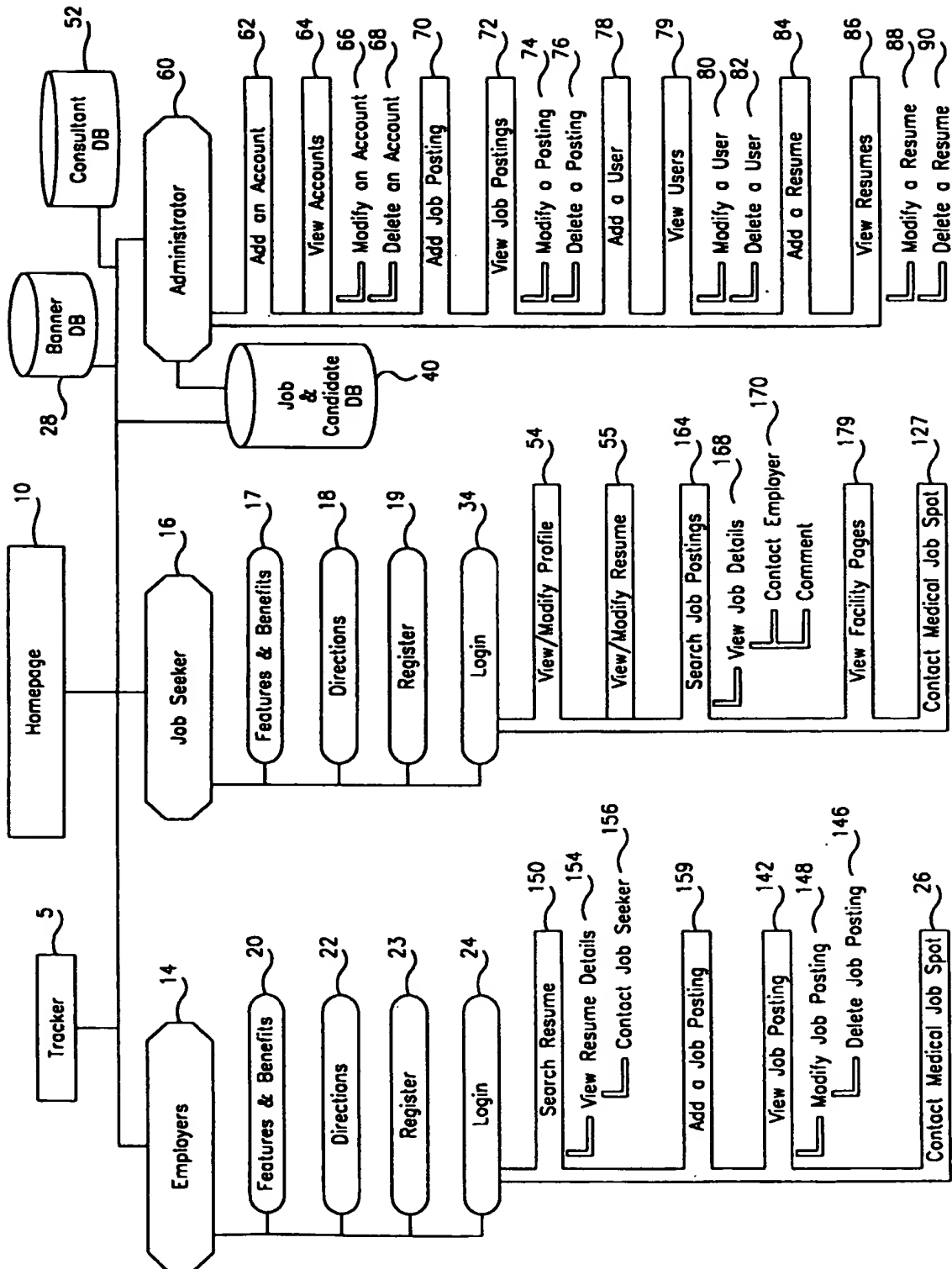
wherein the job seeker site is further linked to a job seeker setup page, a profile modification page and the login page; and

a job posting and job seeker database for centrally storing job postings and job
20 seeker information for a plurality of employers and job seekers, wherein the job position and job seeker database is accessible through either or both of the job seeker site and the employer site; and

a tracker for tracking activity resulting from users accessing any job posting or job seeker sites.

1/47

FIG. 1



2/47

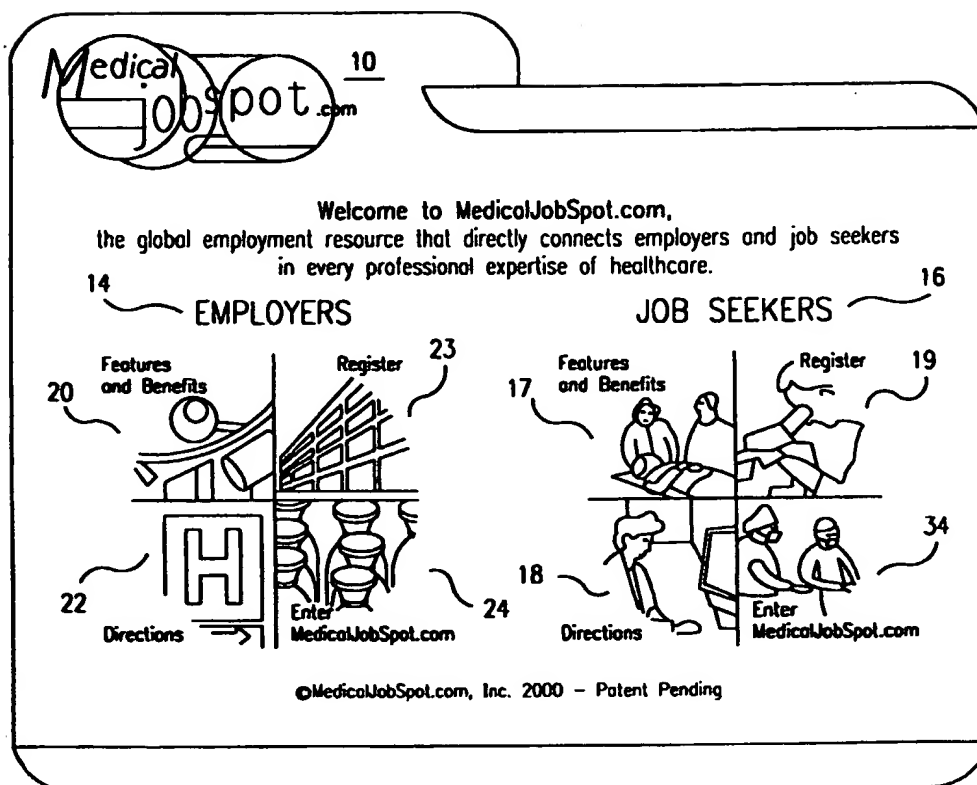
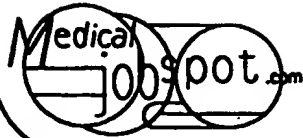
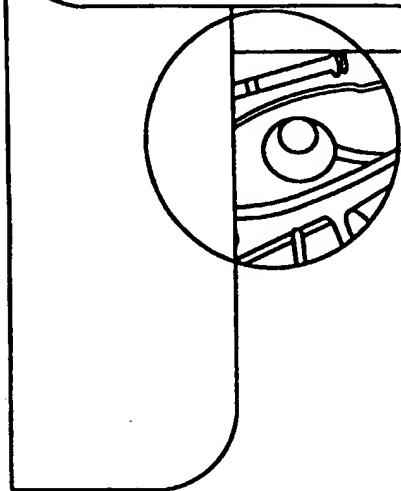


FIG. 2

3/47



20A



Thank you for using MedicalJobSpot.com !

Features and Benefits

- Our site is an ideal method for hospitals, schools, nursing homes, rehabilitation centers, universities, and other businesses concerned with recruiting healthcare professionals to reach national and international audiences.
- MedicalJobSpot.com allows you to advertise your facility and recruit new employees at the same time! Each facility will have its own page that can contain a detailed description, logo, and pictures. This page will also be directly linked to your own web site. This makes MedicalJobSpot.com an extremely cost-effective way to connect with job seekers on a national and worldwide level - all at a lower cost than print ads.
- We have over ten years of experience as a leader in the fields of healthcare staffing and continuing education. Now we have used that knowledge to help medical institutions connect with medical professionals and fill critical vacancies.
- After many conversations with healthcare administrators and employees, we realized that we could facilitate the employment process by providing salary ranges from across the country and the world. The way we will do this is by requiring that facilities list the salary range for each job they post. When we make this data available it will be grouped according to state, region, city, or country. It will not have individual facilities listed by name. For example, we could construct a report that shows the average yearly salary of Registered Nurses in each state, region, city, or country. This general data will be available to you so you can see where your facility stands in relation to others. It will also be available to potential employees so they can compare salary ranges on a worldwide basis and weigh that information against other factors such as cost of living. With this type of information, both facilities and potential employees can make more informed decisions about employment in healthcare.
- Our Internet presence will drive targeted traffic to our site. MedicalJobSpot.com is directly linked to the RT CareerEducation web site. Visitors to this site spend an average of 3-6 minutes browsing our continuing education programs and signing up for upcoming conferences. MedicalJobSpot.com is also linked to the sites of our two other allied companies, RT Temps, Inc. and RN Temps Inc., where visitors primarily consist of experienced medical professionals. We also actively promote our sites at Trade Shows,

FIG. 3A

4/47

Conferences, Continuing Education Seminars,
Radio, Print ads, and on other web sites.

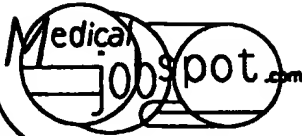
[new institution](#) | [directions](#) | [features & benefits](#) | [enter MedicalJobSpot.com](#)

©MedicalJobSpot.com, Inc. 2000 - Patent Pending

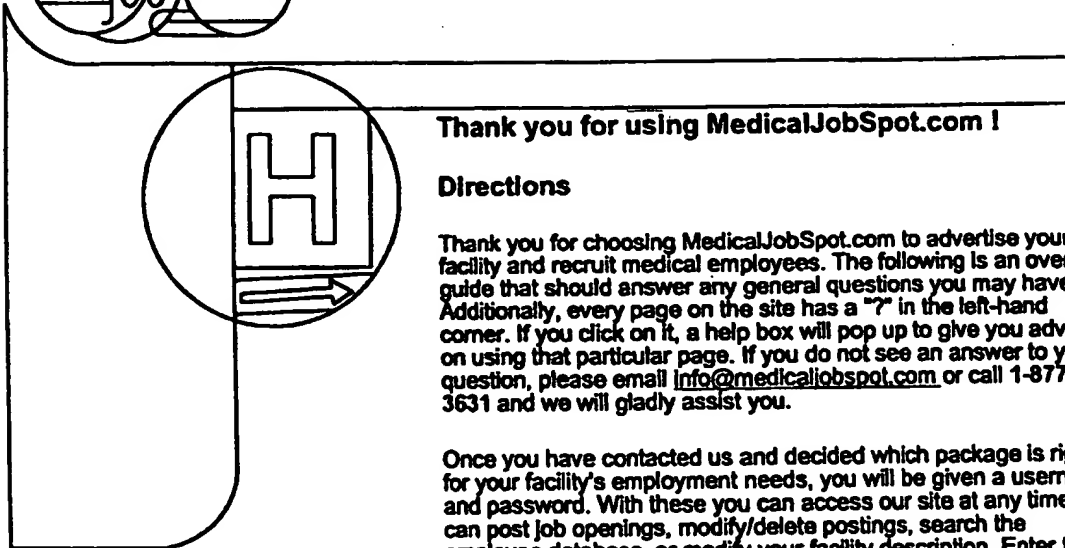
An Exciting New Concept in Recruiting Employees and Finding Employment

FIG. 3B

5/47



22A



Thank you for using MedicalJobSpot.com !

Directions

Thank you for choosing MedicalJobSpot.com to advertise your facility and recruit medical employees. The following is an overall guide that should answer any general questions you may have. Additionally, every page on the site has a "7" in the left-hand corner. If you click on it, a help box will pop up to give you advice on using that particular page. If you do not see an answer to your question, please email info@medicaljobspot.com or call 1-877-838-3631 and we will gladly assist you.

Once you have contacted us and decided which package is right for your facility's employment needs, you will be given a username and password. With these you can access our site at any time. You can post job openings, modify/delete postings, search the employee database, or modify your facility description. Enter the site by going to the Institution section of the opening page and typing in your username and password. This will take you to the Institution Main Page. There you will be given the following choices:

View Employee Database - Click here and you will get a list of every employee in our database. They are listed by User ID, Name, and Profession. For more information on a particular candidate, click on the "detail" button after his or her name. This will display the resume of that candidate and give you ways to contact them directly.

Add Job Posting - To add a job posting, click on this button. It takes you to the Add Jobs Area. You will see a field that asks whether this posting is an "Active Job." This option allows you to decide whether you want this posting to be viewed at this time. Choose "yes" if you want this job viewed by potential employees now. Choose "no" if you want the posting in the database but do not want it viewed at this time. You then can go on to create your job posting. The post description contains the following fields:

1. **Modality** - Choose the field that best describes this job by clicking on "modality codes". If you do not see an appropriate modality, please select "other."
2. **Type** - Choose Full Time, Part Time, Per Diem, or Any Type.
3. **Title** - Please list the title of the job you are looking to fill in this posting.
4. **Location** - Please indicate the location of the job. This can be city, state, county, region, or a particular hospital name.

FIG. 3C

6/47

5. Region - Please choose Northeast, Southeast, Midwest, West, or Southwest.

6. Job Description - Describe the general duties and expectations of this particular position.

7. Requirements - Indicate what certifications, licenses, or experiences are required of a candidate to be considered for this job.

8. Benefits packages - Here you can state the benefits offered by your institution and describe other incentives such as sign-on bonuses, relocation assistance, tuition reimbursement, continuing education support, etc.

9. Salary Information Needed - Here you will be asked to list the minimum and maximum yearly salary that your facility would consider paying a person who took this position. This information will not be visible to the job candidate (unless you want it to be); it is only for our data collecting purposes.

10. Other Info - Here you can include any additional information you feel is needed to give the job candidate an overall feel for this job.

11. Address - Please list the address to which candidates can send their resumes. Be sure to include a name or title of a contact and their department.

12. Email - We strongly suggest that you include an email address. Most people using this site will prefer to contact you in this way.

13. Phone Number

14. Fax Number

None of these fields are required, but we suggest that you fill all of them if possible

Once a job is no longer vacant, please remove it by clicking on "delete" next to that posting. Any jobs not updated in 60 days will be automatically deleted

Once you have completed the job description, hit "submit" and your posting will immediately be added to our job posting database. If you identified it as an "Active Job," it will be available for view by all potential employees and visitors to our site. If it is not an active job, it will remain in our database until you delete it or activate it for view by potential employees.

View Job Posting - By clicking on "View Job Posting" you will be given a list of every posting your facility has entered on our site. Each post is listed by Account ID (your facility's account #), Post ID (the number for that particular posting), and Title (the title of the job described in that posting). If you would like to change any information contained in one of the posts or activate an inactive job, hit "modify" after the post you wish to alter. If you do not want the posting to be on the site any longer, simply hit "delete" and it will be

FIG. 3D

7/47

automatically removed.

Contact MedicalJobSpot.com - By clicking Contact MedicalJobSpot.com you can email us with your questions, comments or concerns. We will respond as soon as possible.

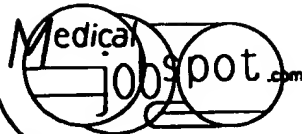
[new institution](#) | [directions](#) | [features & benefits](#) | [enter MedicalJobSpot.com](#)

©MedicalJobSpot.com, Inc. 2000 - Patent Pending

An Exciting New Concept in Recruiting Employees and Finding Employment

FIG. 3F

8/47

23A

 A form titled "Facility Registration" with a large circular graphic on the left side containing a grid pattern. The form fields are as follows:

Facility:	2300	<input type="text"/>
Contact First Name:	2302	<input type="text"/>
Contact Last Name:		<input type="text"/>
Address:	2304	<input type="text"/>
City:	2306	<input type="text"/>
State:	2308	<input type="text"/>
Zip:	2310	<input type="text"/>
E-mail address:	2312	<input type="text"/>
Phone Number:	2314	<input type="text"/>
FAX number:	2316	<input type="text"/>

Disclaimers—MedicalJobSpot.com

• The promotion, hiring, recruitment, and employment practices of MedicalJobSpot.com, Inc. are in compliance with Title VII of the Civil Rights Act 1964 and all other applicable laws against discrimination. There should be fair equal opportunity for all, with no unlawful discrimination, including because of color, national origin, religion, sex, age or disability, in the recruitment, hiring, promotion or other employment practices. Exceptions to this policy are made when required by law. By using the services of MedicalJobSpot.com, participating facilities and employees confirm their acceptance of this policy.

• The purpose of this site is to provide a forum for facilities and employees to connect. We are not responsible for the verification of references or truth and accuracy of information provided by the facilities or potential employees. Merit this site does not mean that MedicalJobSpot.com, Inc. recommends or endorses facility or employee. MedicalJobSpot.com, Inc. is not responsible for any outcome that occurs or damages that might arise out of any application for employment hiring, promotion, recruitment and/or employment which is achieved through site.

• All hospitals, facilities and/or potential employees are solely responsible for modification and update of any job posting, resume, profile and facility description which is submitted to appear on this site.

• Resumes and/or job listings that remain on our site, unmodified, for 60 days deleted. After that time a new resume and/or job posting can be created if potential employees and/or facilities wish to continue to allow facilities and/or employee

FIG. 3G

9/47

opportunity to contact them.

• MedicalJobSpot.com, Inc. reserves the right at any time in its sole discretion reject or review any part or all of a resume, profile, facility description, language job posting and any other items submitted by a facility or potential employee for reason whatsoever.

• MedicalJobSpot.com, Inc. is not responsible for the actions of hospitals and facilities that use MedicalJobSpot.com nor is it responsible for the results and/or damages that may arise out of the promotion, hiring, recruitment and employ at such facilities.

• MedicalJobSpot.com does not represent or warrant that any information or it submitted by a facility and/or potential employee will appear on a particular page of the site or at a particular position on a page of the site; or that such information item submitted will appear on a particular position relative to other information which is mentioned on the site. MedicalJobSpot.com reserves the right to exercise the usual publisher's prerogative including, but not limited to details relating to the face and style, use of screens and adjustments and layout of site information.

PLEASE INITIAL BOTH BOXES IN ORDER TO CONTINUE

☐ I hereby acknowledge, affirm, and verify that I am an adult using this site for the sole purposes of finding employment information for my individual purposes and I am who I say I am in the profile and I am not using the information provided on this site for any purposes other than seeking employment information for my own personal use. By checking this box I acknowledge that the above stated is true

☐ I hereby acknowledge, affirm, and verify that I have read the above disclaimers and hereby accept the policy of MedicalJobSpot.com Inc. By checking this box I hereby acknowledge, verify and affirm that the disclaimer has been read and understood and accepted.

submit

2318

©MedicalJobSpot.com, Inc. 2000 - Patent Pending

An Exciting New Concept in Recruiting Employees and Finding Employment

FIG. 3H

10/47

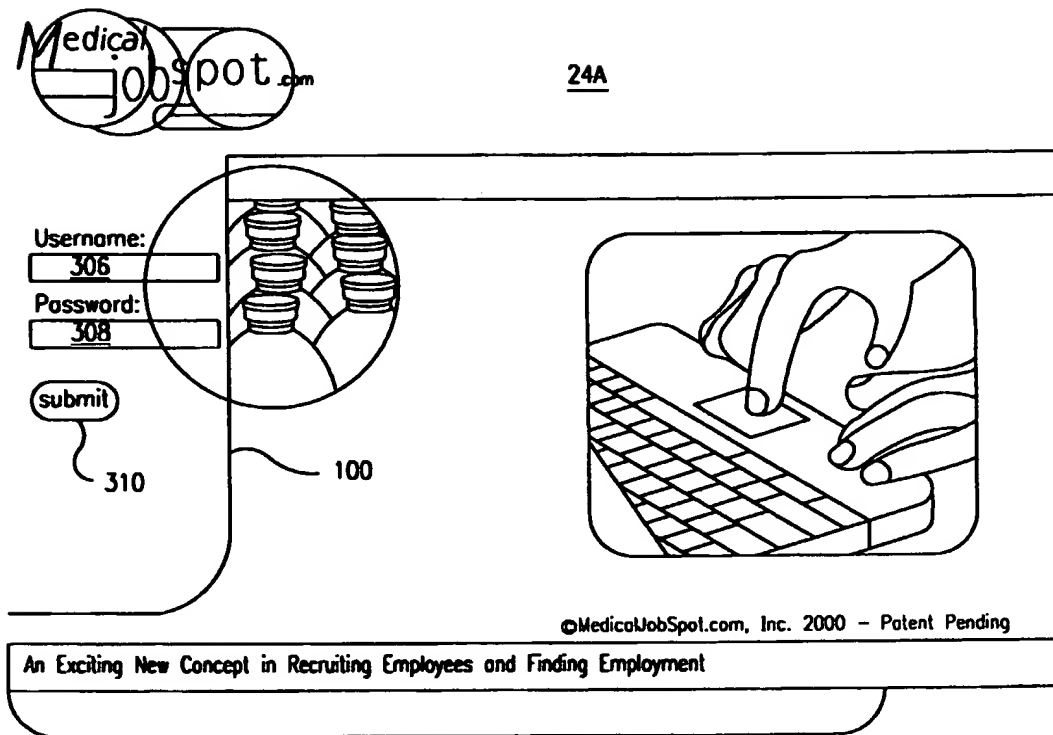


FIG. 4

11/47

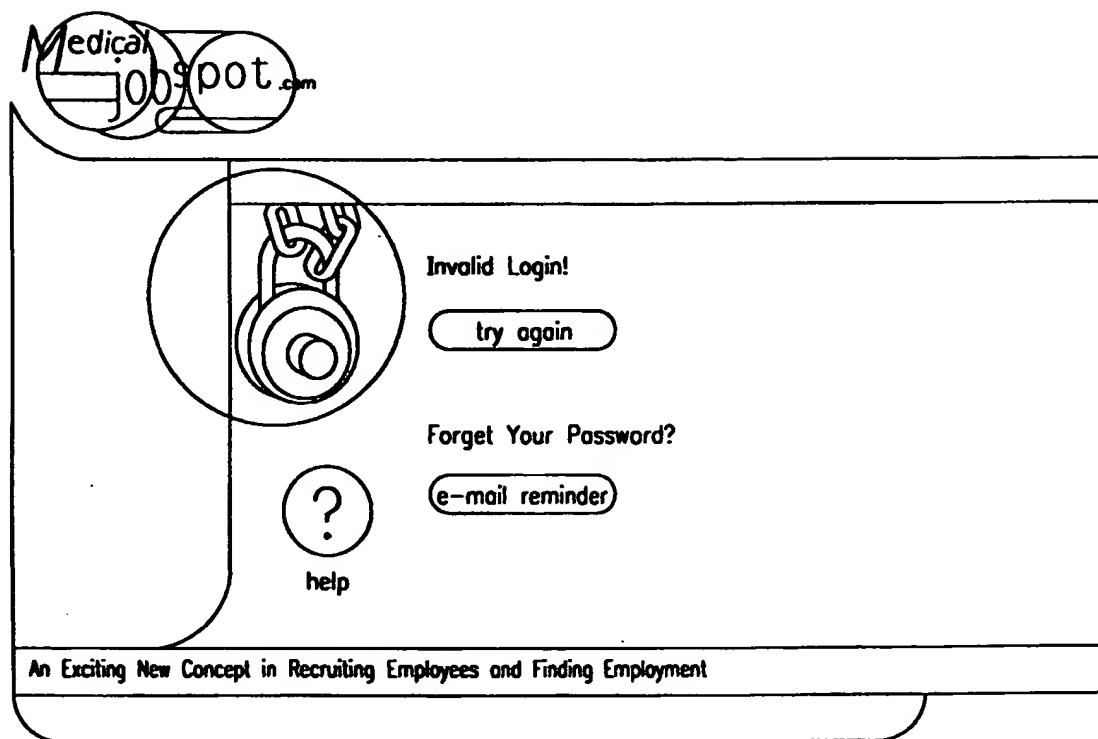
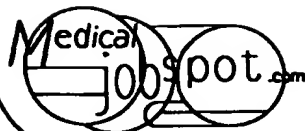
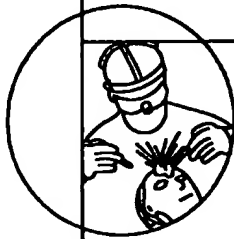


FIG. 4A

12 / 47



17A



Thank you for using MedicalJobSpot.com!

Features and Benefits

- Our allied companies - RT Temps, Inc., RN Temps, Inc., and RT Career Education.com - have an established reputation of expertise in the fields of healthcare staffing and continuing education. We are now bringing that experience to field of online job searches.
- Is free to post your resume on MedicalJobSpot.com and free to search for a job.
- MedicalJobSpot.com offers more opportunity for interaction than other job search methods. You can search the job postings and facilities can view your resume; both employers and employees have the opportunity to make contact.
- Learn about a facility before you contact them. Our profiles give you a head start in the interview process.
- MedicalJobSpot.com is dedicated exclusively to healthcare. Our site will offer services that enhance the job search, not overwhelm it with extraneous distractions. We want facilities and employees to easily navigate our site and find everything they need to recruit employees or seek employment.

[new institution](#) | [directions](#) | [features & benefits](#) | [enter MedicalJobSpot.com](#)

©MedicalJobSpot.com, Inc. 2000 - Patent Pending

An Exciting New Concept in Recruiting Employees and Finding Employment

FIG. 5A

13/47

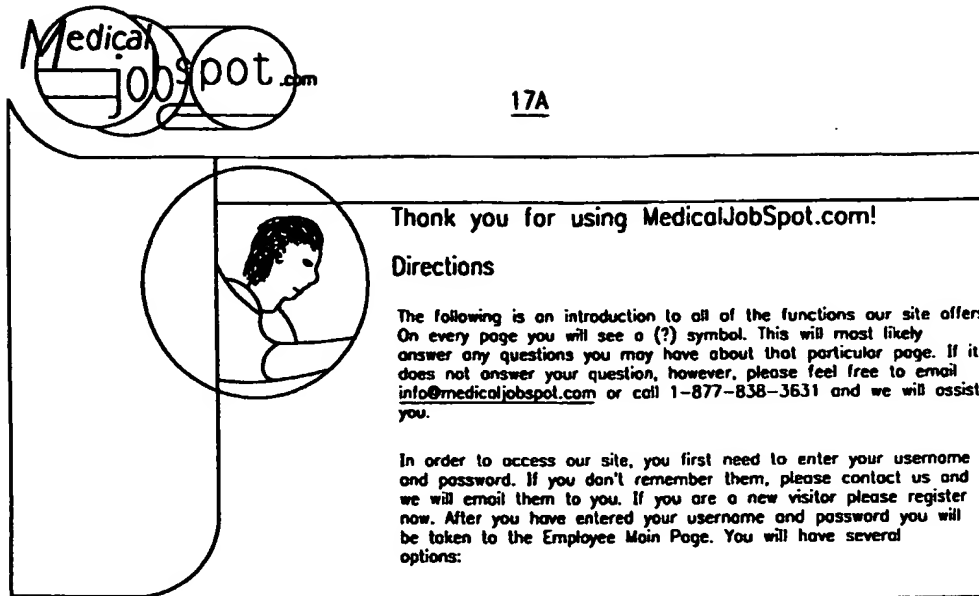


FIG. 5B

14/47

4. **Certifications and Licenses** - List all of the certifications and licenses you currently hold. Be sure to include the states in which they are valid.

5. **Goal/Objective** - Briefly tell employers what you hope to accomplish in your career.

6. **Experience** - Give an overview of your career and accomplishments as they relate to your target job.

7. **Employment Type** - Choose whether you are seeking full time, part time, or per diem employment. If you are considering any type of employment, choose "any type."

8. Once you have completed your resume, click "submit." It will then be entered into our employee database and potential employers can view it. If you would like to change anything about your resume, click on "view resume" and then "modify." You can remove your resume altogether by clicking on "delete."

When potential employers view your resume they will see everything that you include in each resume field as well as your name, address, profession, and email. If you do not wish for them to see this information then you can remove it from your profile and it will not be visible to employers when they view your resume. We highly recommend that you give at least your email address as a way for employers to contact you. Employers do not see your phone or fax number. (If you want your phone or fax number available to potential employers, simply include that information in another field such as "Experience.")

Resumes that have not been modified for 60 days will be deleted

View Job Postings - Click here to see the job postings. You can search three ways:

1. **View All** - This will allow you to see all of the job postings.

2. **Search by Geographic Location** - Choose Northeast, Southeast, Midwest, West, or Southwest. You will then be given a list of all jobs in that area.

3. **Search by Modality** - Choose which general category best describes your field. You will be given a list of all jobs in that modality in all regions.

4. **View All Facilities** - This will take you to a list of all facilities that have their job openings posted on our site. Click on the name of a hospital and it takes you to the facility description page. You will find a description of the facility followed by a listing of every posting they have.

Once you have chosen your method, hit "search" and you will be presented with a list of postings. Each posting includes the title of the job and the date that it was posted. If you would like more information on a particular posting, click on "details." This will take you to the "View Posts Area" which contains the description of the job as well as contact information. You can directly contact the employer by clicking on the email. If you are not interested in the position, please fill out the comment box at the end of the posting. This information will be used to tell the hospitals what they need to change in order to meet the needs and expectations of employees.

FIG. 5C

15/47

Your information will be kept confidential; the facility will not know who wrote the comments. If you want to see the facility's description page, click to the left and you will be taken there.

Contact MedicalJobSpot.com - By clicking **Contact MedicalJobSpot.com** you can email us with your questions, comments or concerns. We will respond as soon as possible.

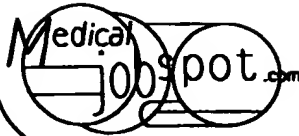
[new institution](#) | [directions](#) | [features & benefits](#) | [enter MedicalJobSpot.com](#)

©MedicalJobSpot.com, Inc. 2000 - Patent Pending

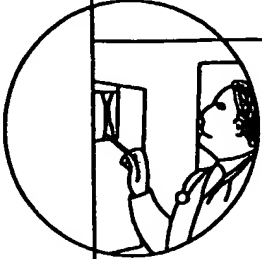
An Exciting New Concept in Recruiting Employees and Finding Employment

FIG. 5D

16/47



19A



User Registration

1. Username:	<input type="text"/>
2. User Password:	<input type="text"/>
3. Profession:	<input type="text"/>
4. Name:	<input type="text"/>
5. Last Name:	<input type="text"/>
6. Street:	<input type="text"/>
7. City:	<input type="text"/>
8. State:	<input type="text"/>
9. Zipcode:	<input type="text"/>
10. E-mail address:	<input type="text"/>
11. Phone number:	<input type="text"/>
12. FAX number:	<input type="text"/>

Disclomiers—MedicalJobSpot.com

• The promotion, hiring, recruitment, and employment practices of MedicalJobSpot.com, Inc. are in compliance with Title VII of the Civil Rights Act 1964 and all other applicable laws against discrimination. There should be fair equal opportunity for all, with no unlawful discrimination, including because of color, national origin, religion, sex, age or disability, in the recruitment, hiring, promotion or other employment practices. Exceptions to this policy are made when required by law. By using the services of MedicalJobSpot.com, participating facilities and employees confirm their acceptance of this policy.

• The purpose of this site is to provide a forum for facilities and employees to connect. We are not responsible for the verification of references or truth and accuracy of information provided by the facilities or potential employees. Merit this site does not mean that MedicalJobSpot.com, Inc. recommends or endorses facility or employee. MedicalJobSpot.com, Inc. is not responsible for any outcome that occurs or damages that might arise out of any application for employment hiring, promotion, recruitment and/or employment which is achieved through site.

• All hospitals, facilities and/or potential employees are solely responsible for t modification and update of any job posting, resume, profile and facility description which is submitted to appear on this site.

FIG. 5E

17/47

- Resumes and/or job listings that remain on our site, unmodified, for 60 days deleted. After that time a new resume and/or job posting can be created if potential employees and/or facilities wish to continue to allow facilities and/or employee opportunity to contact them.
- MedicalJobSpot.com, Inc. reserves the right at any time in its sole discretion reject or review any part or all of a resume, profile, facility description, language job posting and any other items submitted by a facility or potential employee for reason whatsoever.
- MedicalJobSpot.com, Inc. is not responsible for the actions of hospitals and facilities that use MedicalJobSpot.com nor is it responsible for the results and/or damages that may arise out of the promotion, hiring, recruitment and employ at such facilities.
- MedicalJobSpot.com does not represent or warrant that any information submitted by a facility and/or potential employee will appear on a particular page of the site or at a particular position on a page of the site; or that such information or item submitted will appear on a particular position relative to other information which is mentioned on the site. MedicalJobSpot.com reserves the right to exercise the usual publisher's prerogative including, but not limited to details relating to type face and style, use of screens and adjustments and layout of site information.

PLEASE INITIAL BOTH BOXES IN ORDER TO CONTINUE

☐ I hereby acknowledge, affirm, and verify that I am an adult using this site for the sole purposes of finding employment information for my individual purposes and I am not using the information provided on this site for any purposes other than seeking employment information for my own personal use. By checking this box I acknowledge that the above stated is true

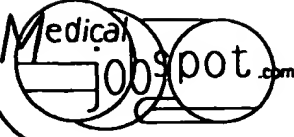
☐ I hereby acknowledge, affirm, and verify that I have read the above disclaimers and hereby accept the policy of MedicalJobSpot.com Inc. By checking this box I hereby acknowledge, verify and affirm that the disclaimer has been read and understood and accepted.

submit

©MedicalJobSpot.com, Inc. 2000 - Patent Pending


An Exciting New Concept in Recruiting Employees and Finding Employment**FIG. 5F**

18/47



630 632 634 636

SEARCH RESUMES ADD JOB POSTING VIEW JOB POSTING CONTACT US

log out ? 

ADD JOBS AREA

Active job? ☐ Yes ☐ No ~ 602

1. Professional Expertise: Advertising/Marketing/Sales ▼
[Click here for help with Professional Expertise!](#)

2. Type: ☐ Full time ☐ Part Time ☐ Temp

3. Title:

4. Location:

5. Region: North East ▼

6. Job Description:

7. Requirements:

8. Benefits package:

9. Salary MIN: MAX:

10. Show Salary? ☐ Yes ☐ No ~ 612

11. Other info:

12. Address:

13. E-mail address:

14. Phone number:

15. FAX number:

16. Comments: 622


submit ~ 624

©MedicalJobSpot.com, Inc. 2000 - Patent Pending

An Exciting New Concept in Recruiting Employees and Finding Employment

FIG. 6

19/47



(log out) (?)

VIEW PROFILE VIEW RESUME JOB POSTINGS CONTACT US

VIEW POSTS AREA

96: Part time Ultrasound Tech 144
MODALITY: RADIOLOGY
TYPE: PT
REGION: NE
LOCATION: Easton, PA
DESCRIPTION:
REQUIREMENTS: Knowledge of all modalities including cardiovascular prefer but will consider based on experience; knowledge of Biosound equipment pref
BENEFITS:
OTHER INFO:
ADDRESS:
PHONE:
FAX:
EMAIL: cpotel@ptd.net 145

[View more postings from this facility](#)

NOT INTERESTED ? Please tell us WHY ?

147

Post Comment

©MedicalJobSpot.com, Inc. 2000 -- Patent Pending

An Exciting New Concept in Recruiting Employees and Finding Employment

FIG. 6A

20/47

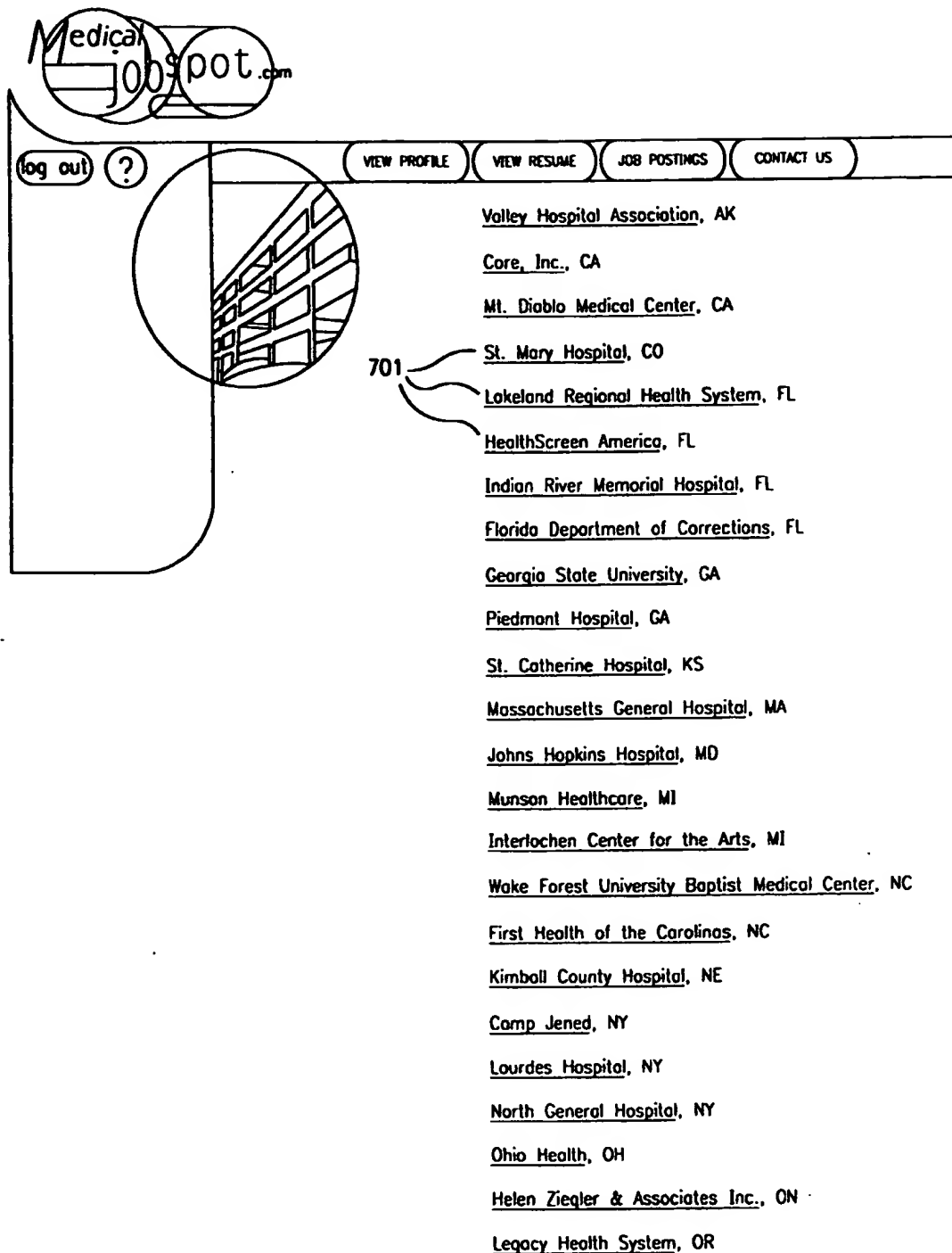


FIG. 7A

21/47

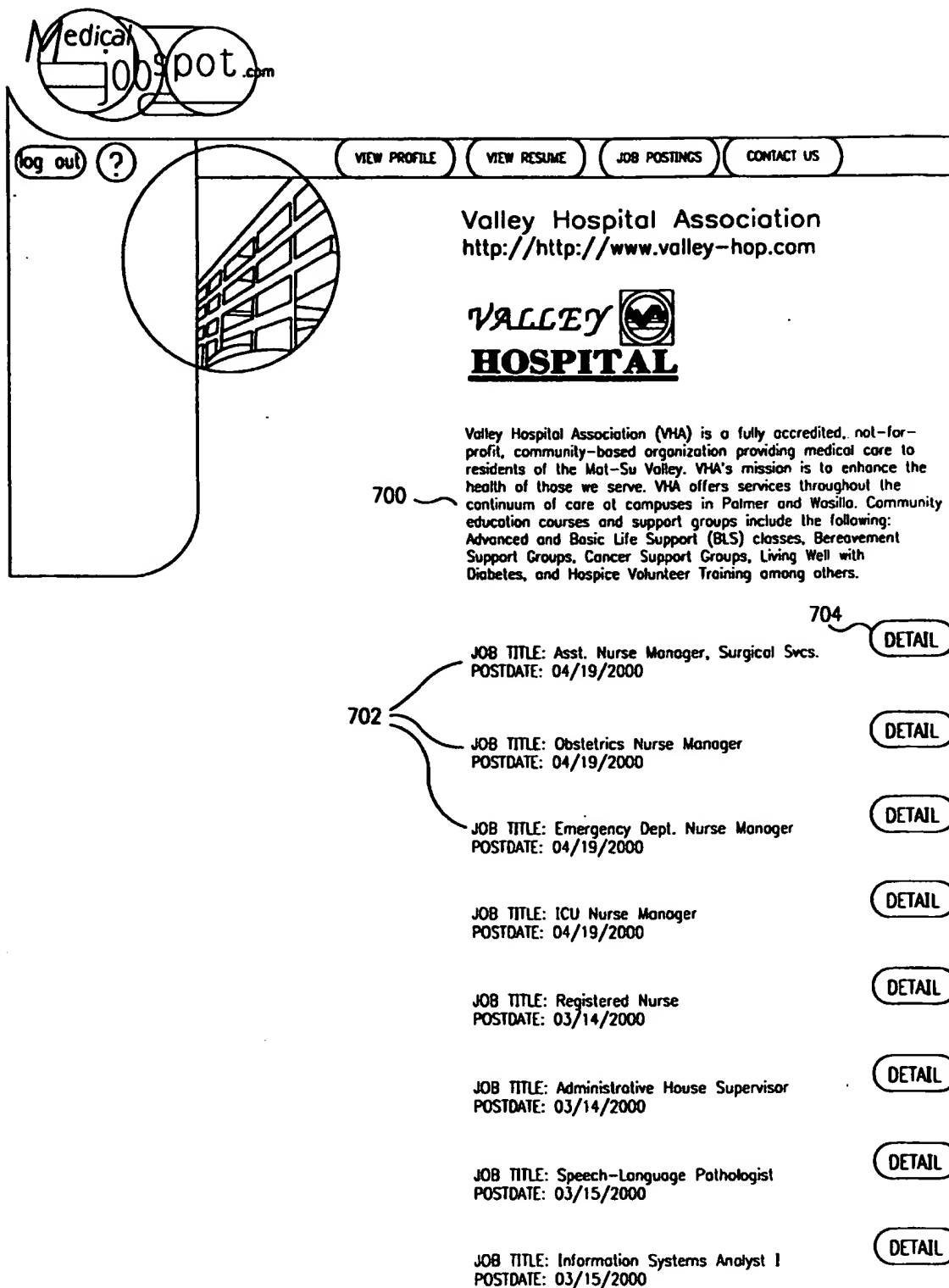


FIG. 7B

22/47

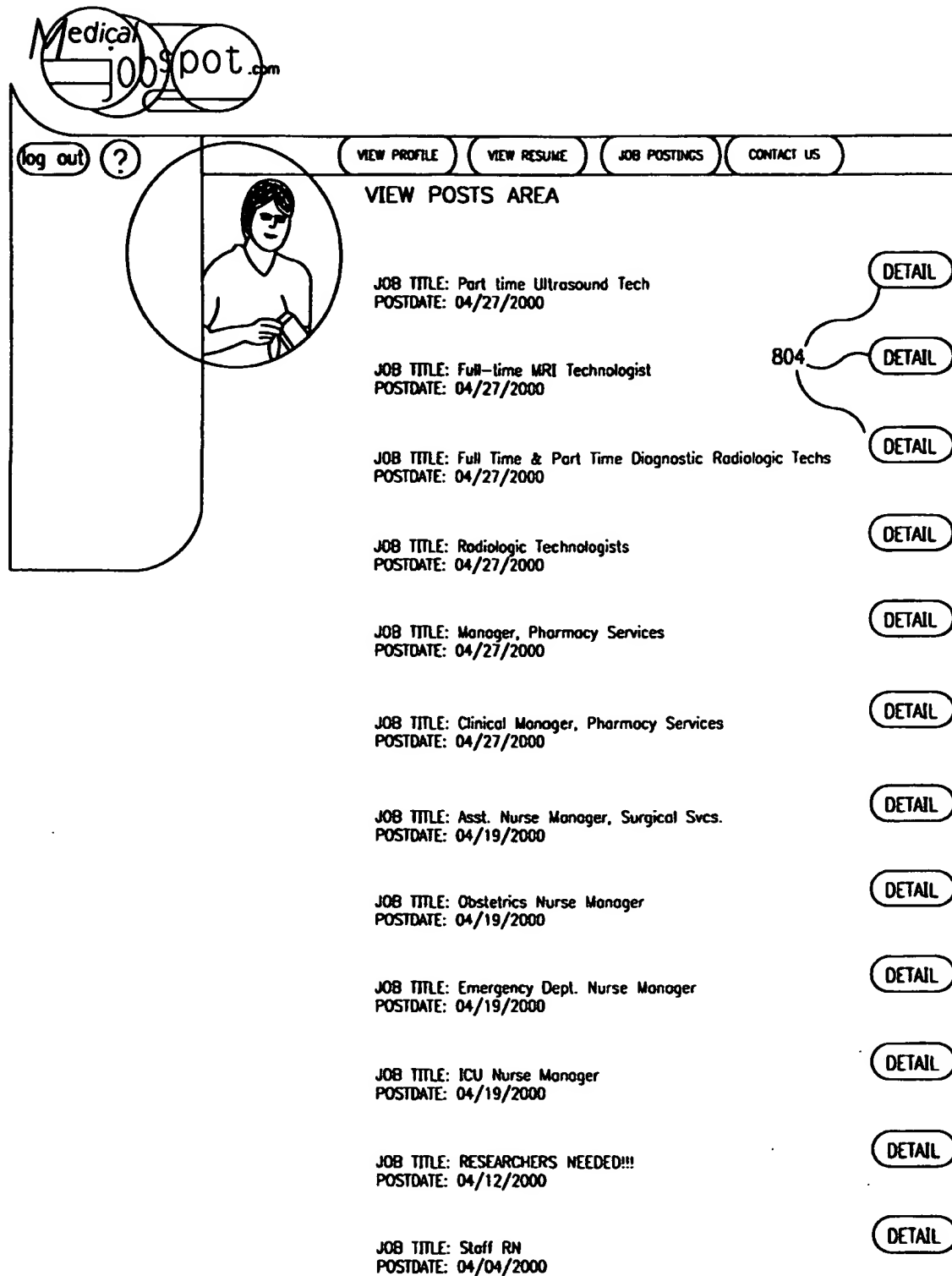



FIG. 8A

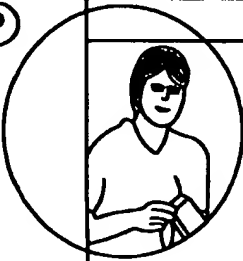
23/47



add account
view account
add posting
view posting

add user
view user
view resume
add resume

log out
?



VIEW POSTS AREA

POSTID: 1 TITLE: Radiation Therapist FACILITY: Valley Health System, Winchester Medical Center	<input type="button" value="modify"/> <input type="button" value="delete"/>
POSTID: 3 TITLE: Ultrasonographer FACILITY: Harrison Hospital	<input type="button" value="modify"/> <input type="button" value="delete"/>
POSTID: 4 TITLE: Medical Technologist FACILITY: Indian River Memorial Hospital	<input type="button" value="modify"/> <input type="button" value="delete"/>
POSTID: 5 TITLE: Histology Technician FACILITY: Indian River Memorial Hospital	<input type="button" value="modify"/> <input type="button" value="delete"/>
POSTID: 6 TITLE: Registered Nurses for Summer Camp FACILITY: Interlochen Center for the Arts	<input type="button" value="modify"/> <input type="button" value="delete"/>
POSTID: 7 TITLE: Medical Dosimetrist FACILITY: First Health of the Carolinas	<input type="button" value="modify"/> <input type="button" value="delete"/>
POSTID: 8 TITLE: Nuclear Medicine Technologist FACILITY: First Health of the Carolinas	<input type="button" value="modify"/> <input type="button" value="delete"/>
POSTID: 9 TITLE: Radiologic Technologist FACILITY: Piedmont Hospital	<input type="button" value="modify"/> <input type="button" value="delete"/>
POSTID: 10 TITLE: Special Procedures Lead Technologist FACILITY: Piedmont Hospital	<input type="button" value="modify"/> <input type="button" value="delete"/>
POSTID: 11 TITLE: Radiologic Technologist FACILITY: Piedmont Hospital	<input type="button" value="modify"/> <input type="button" value="delete"/>
POSTID: 12 TITLE: Nuclear Medicine Technologist FACILITY: Piedmont Hospital	<input type="button" value="modify"/> <input type="button" value="delete"/>
POSTID: 13 TITLE: Nuclear Medicine Technologist Supervisor FACILITY: Piedmont Hospital	<input type="button" value="modify"/> <input type="button" value="delete"/>
POSTID: 14 TITLE: Ultrasound Technologist FACILITY: Piedmont Hospital	<input type="button" value="modify"/> <input type="button" value="delete"/>
POSTID: 15	<input type="button" value="modify"/> <input type="button" value="delete"/>

FIG. 8B

24/47

IGI 44123.8

11/16/99

146

Hospital / Facility Job Posting Deletion Confirmation Screen

JOB ID: AEC550

Profession Needed RADIATION THERAPIST

Type of Position Full Time ☐ Part Time ☐ Temporary ☐

Experience Required 6-10 YEARS

Other Requirements

Facility SWEDISH TUMOR INSTITUTE

Name of Contact DIANE GREIGNER

Title of Contact MANAGER

Address 1225 MADISON AVENUE

City Seattle

State/Province WA

Zip Code 98104

Country USA

Phone 206-386-2323

Fax 206-386-2293

Email

Back

FIG. 8C

25/47

148

jobspot™

Hospital / Facility Job Posting Modification Confirmation Screen

JOB ID: AEC550

Profession Needed RADIATION THERAPIST

Type of Position Full Time ☐ Part Time ☐ Temporary ☐

Experience Required 6-10 YEARS

Other Requirements

Facility SWEDISH TUMOR INSTITUTE

Name of Contact DIANE GREIGNER

Title of Contact MANAGER

Address 1225 MADISON AVENUE

City Seattle

State/Province WA

Zip Code 98104

Country USA

Phone 206-386-2323


Fax 206-386-2293

Email

Back

FIG. 8D

26/47



log out ?

SEARCH RESUMES ADD JOB POSTING VIEW JOB POSTING CONTACT US

View Employee Resumes

View All Resumes
To view all the employee resumes, click on the "View All" button.

VIEW ALL 420

View Resumes by State and/or Professional Expertise
To narrow your search, select how you would like to search and choose a state and Professional Expertise from the drop down list

422 { ☒ I would like to search by Professional Expertise
☐ I would like to search by State
☐ I would like to search by both Professional Expertise AND State

Professional Expertise: **Select a Professional Expertise** 424

State: **Select a State** 426

SEARCH 428

View Latest Resumes
To view the resumes submitted or updated within the past week, click the "Search" button.

SEARCH 430

An Exciting New Concept in Recruiting Employees and Finding Employment

FIG. 9

27/47

152

View of Available Professional Medical Candidates

TECH ID	SPECIALTY	CERTIFI- CATION(S)	STATES LICENSED	ACTION
101	Radiation Therapist	RT(R)	MS	View Details
405	Respiratory Therapist	RT	PA, NJ, DE	View Details
911	Physical Therapist	PT	MD	View Details
525	ER Nurse	Trauma	ID, WY	View Details
319	Critical Care Nurse	ICU	CO	View Details
546	Pediatric Nurse	RN, MS	WA, OR, CA	View Details
556	Radiologic Technologist	RT(R)	IN, IL, OH	View Details
756	Radiation Therapist	RT(R)	NY	View Details
432	Radiation Therapist	RT(R)	MA, NH, ME	View Details
239	Radiation Therapist	RT(R)	MT, WY	View Details

Back

1010

1010

FIG. 10

28/47

154

View of Specific Candidates

TECH ID: 101

Profession RADIOLOGIC TECHNOLOGIST
 Degree(s) AS
 Certifications RT(R)
 Number of Years Experience ☐ Entry Level ☐ 1-5 Yrs ☐ 6-10 Yrs ☒ 11-15 Yrs ☐ >15 Yrs
 States Licensed NOT AVAILABLE
 Current Employer US HOSPITAL PARLAND, TEXAS
 Availability ☐ IMMEDIATELY ☐ 2 WEEKS ☒ >4 WEEKS ☐ OTHER
 Type of Employment ☐ PERMENANT ☒ TEMPORARY ☐ OTHER
 Willing to Travel ☒ YES ☐ NO
 Willing to Relocate ☒ YES ☐ NO
 Languages Spoken ENGLISH
 First Name ACSOLA
 Middle Initial
 Last Name HALL
 Address 3727 W STERLING DRIVE

132

130

134

FIG. 11

29/47

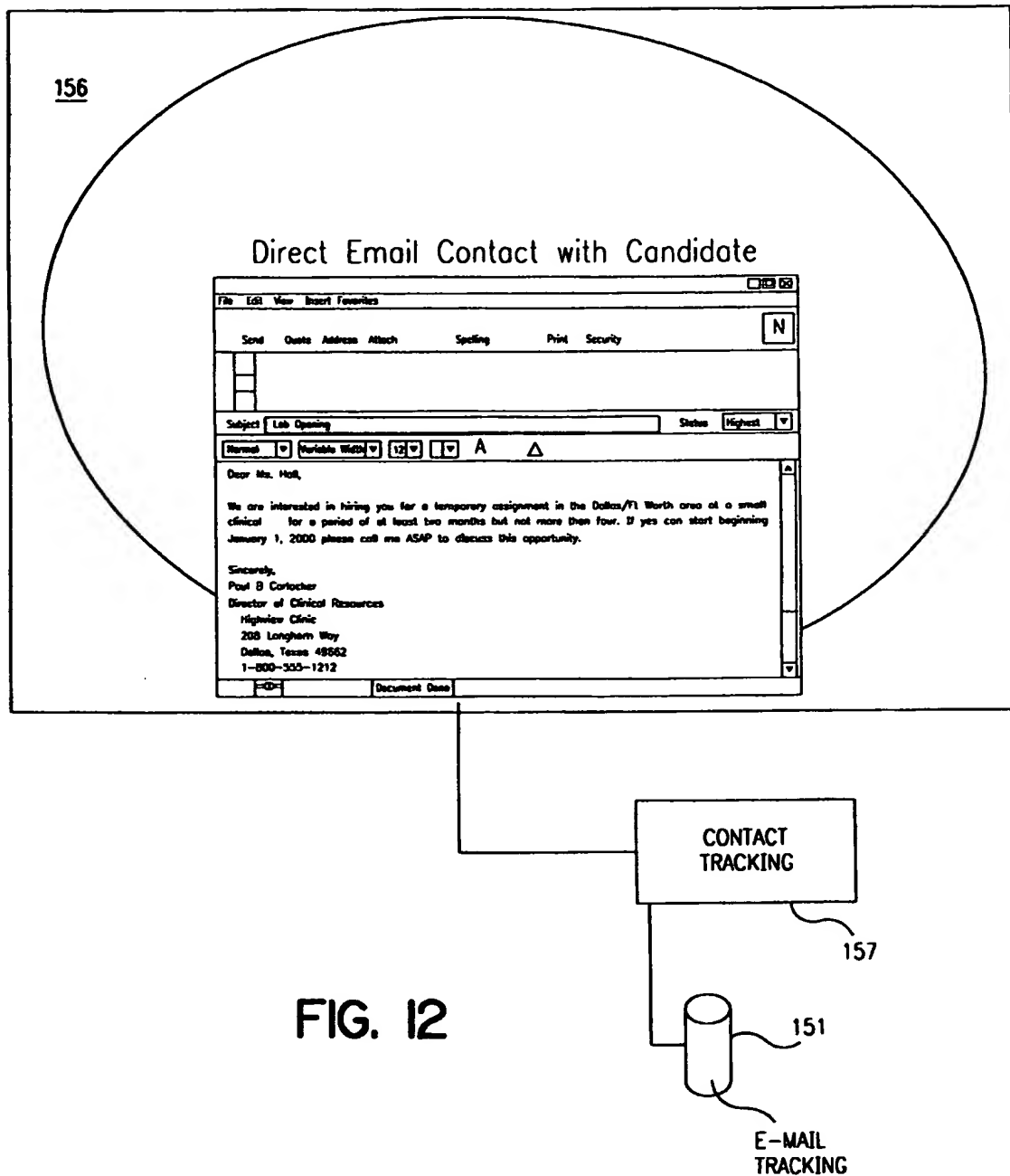


FIG. 12

30/47

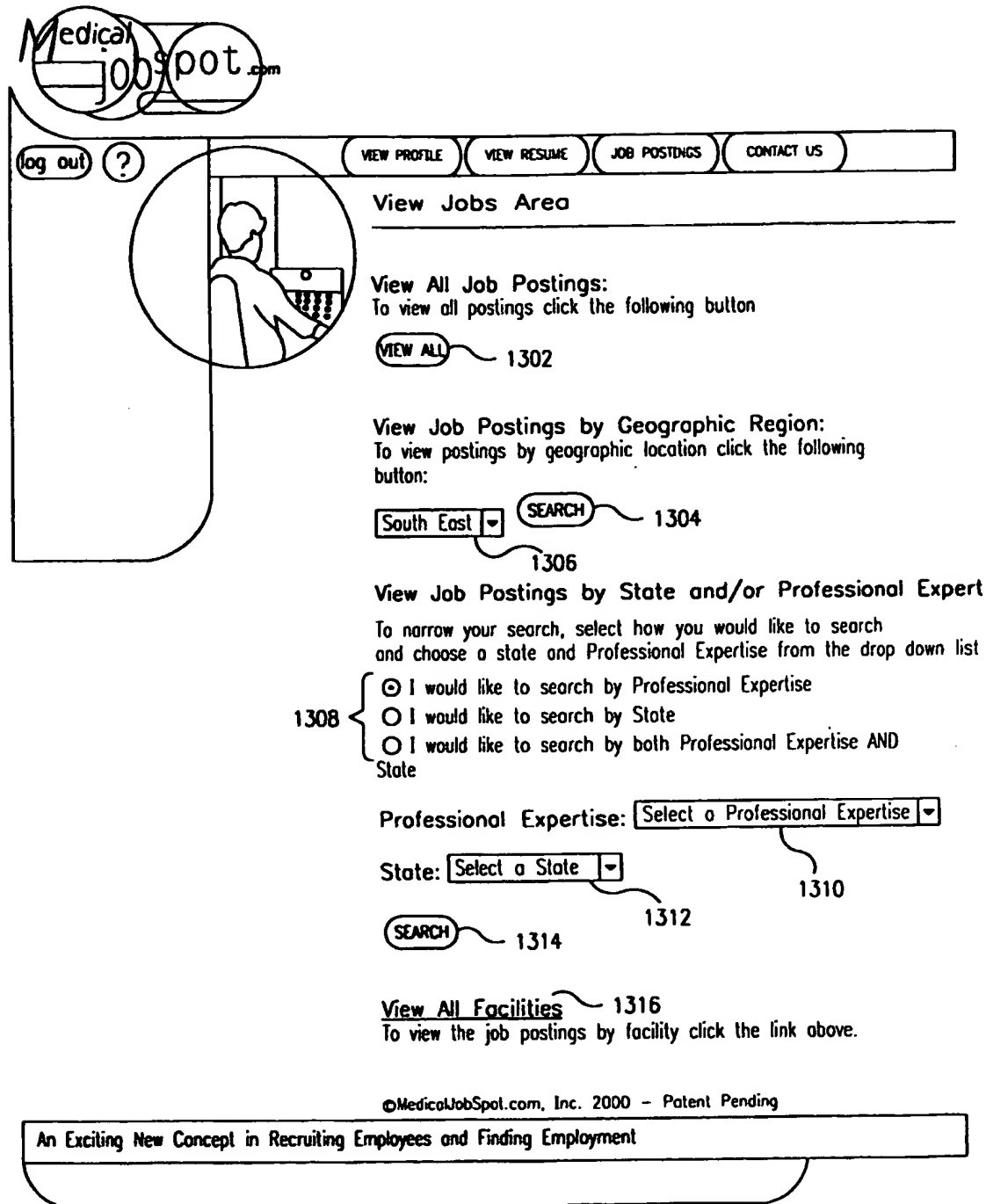
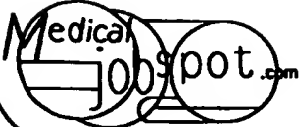


FIG. 13

31/ 47



log out ?

VIEW PROFILE VIEW RESUME JOB POSTINGS CONTACT US

MY PROFILE

1. Username:

2. User Password:

3. Profession:

4. Name:

5. Last Name:

6. Street:

7. City:

8. State:

9. Zipcode:

10. E-mail address:

11. Phone number:

12. FAX number:

162

122

©MedicalJobSpot.com, Inc. 2000 - Patent Pending

An Exciting New Concept in Recruiting Employees and Finding Employment

FIG. 14

32/47

jobspot™

Candidate Profile Setup Confirmation Screen

TECH ID: 101

Profession RADIOLOGIC TECHNOLOGIST

Degree(s) AS

Certifications RT(R)

Number of Years Experience ☐ Entry Level ☐ 1-5 Yrs ☐ 6-10 Yrs ☐ 11-15 Yrs ☐ >15 Yrs

States Licensed NOT AVAILABLE

Current Employer US HOSPITAL PARLAND, TEXAS

Availability ☐ IMMEDIATELY ☐ 2 WEEKS ☐ >4 WEEKS ☐ OTHER

Type of Employment ☐ PERMENANT ☐ TEMPORARY ☐ OTHER

Willing to Trovel ☐ YES ☐ NO

Willing to Relocate ☐ YES ☐ NO

Languoges Spoken ENGLISH

First Name ACSOLA

Middle Initial

Last Name WALL

Address 3727 W STERLING DRIVE

[Back](#)

FIG. 15

33/47

jobspot™

Candidate Modification Confirmation Screen
TECH ID: 101

Profession RADIOLOGIC TECHNOLOGIST
Degree(s) AS
Certifications RT(R)
Number of Years Experience ☐ Entry Level ☐ 1-5 Yrs ☐ 6-10 Yrs ☐ 11-15 Yrs ☐ >15 Yrs
States Licensed NOT AVAILABLE
Current Employer US HOSPITAL PARLAND, TEXAS
Availability ☐ IMMEDIATELY ☐ 2 WEEKS ☐ >4 WEEKS ☐ OTHER
Type of Employment ☐ PERMENANT ☐ TEMPORARY ☐ OTHER
Willing to Travel ☐ YES ☐ NO
Willing to Relocate ☐ YES ☐ NO
Languages Spoken ENGLISH
First Name ACSOLA
Middle Initial
Last Name HALL
Address 3727 W STERLING DRIVE

Back

FIG. 16

34/47

jobspot™

Candidate Deletion Confirmation Screen
 TECH ID: 101 HAS BEEN DELETED FROM THE DATABASE

Profession RADIOLOGIC TECHNOLOGIST
 Degree(s) AS
 Certifications RT(R)
 Number of Years Experience ☐ Entry Level ☐ 1-5 Yrs ☐ 6-10 Yrs ☐ 11-15 Yrs ☐ >15 Yrs
 States Licensed NOT AVAILABLE
 Current Employer US HOSPITAL PARLAND, TEXAS
 Availability ☐ IMMEDIATELY ☐ 2 WEEKS ☒ >4 WEEKS ☐ OTHER
 Type of Employment ☐ PERMENANT ☒ TEMPORARY ☐ OTHER
 Willing to Travel ☒ YES ☐ NO
 Willing to Relocate ☐ YES ☒ NO
 Languages Spoken ENGLISH
 First Name ACSOLA
 Middle Initial
 Last Name HALL
 Address 3727 W STERLING DRIVE

Back

FIG. 17

35/47

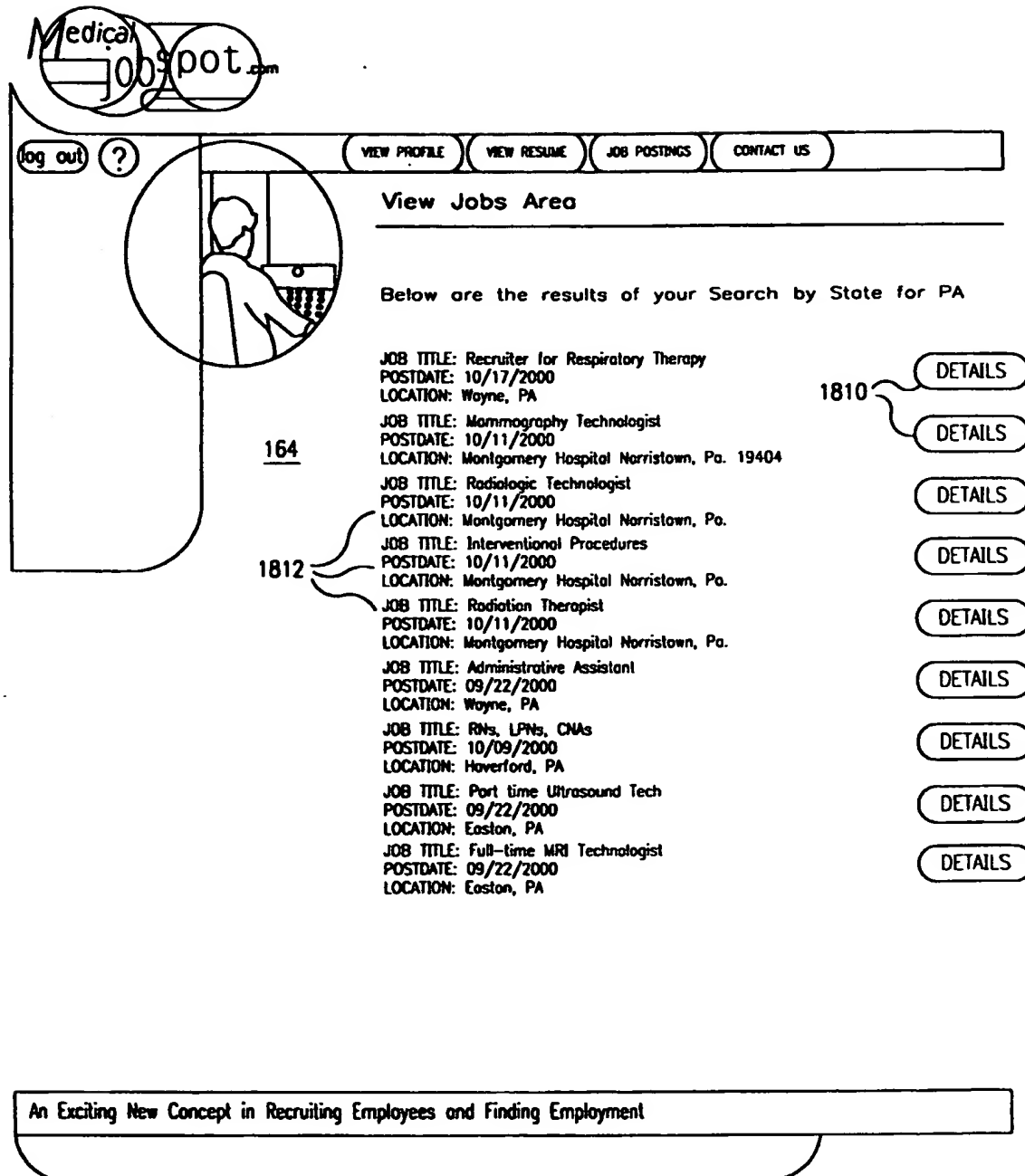


FIG. 18

36 / 47

168

Details of a Specific Job Posting

JOB ID: DLS453

Profession Needed RADIATION THERAPIST

Type of Position Full Time ☒ Part Time ☐ Temporary ☐

Experience Required 6-10 YEARS

Other Requirements

Facility SWEDISH TUMOR INSTITUTE

Name of Contact DIANE GREIGNER

Title of Contact MANAGER

Address 1225 MADISON AVENUE

City SEATTLE

State/Province WA

Zip Code 98104

Country USA

Phone 206-386-2323

Fax 206-386-2393

Email

132 Back

130 Favorites

Contact

134

FIG. 19

37 / 47

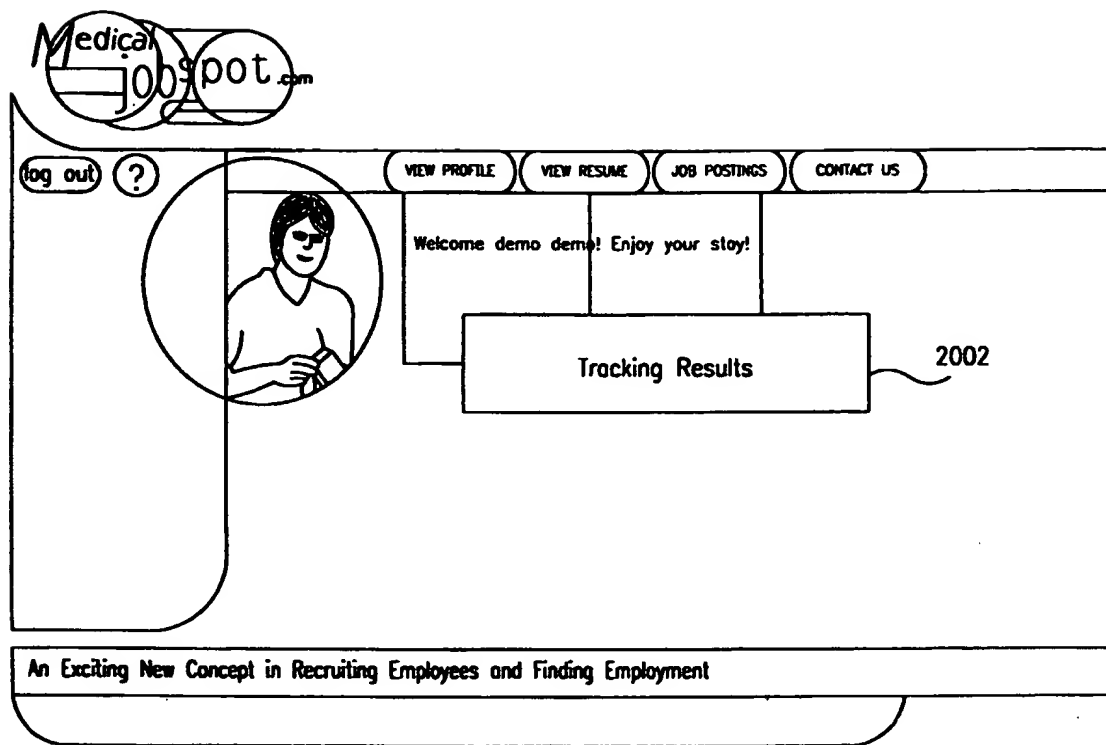


FIG. 20

38/47

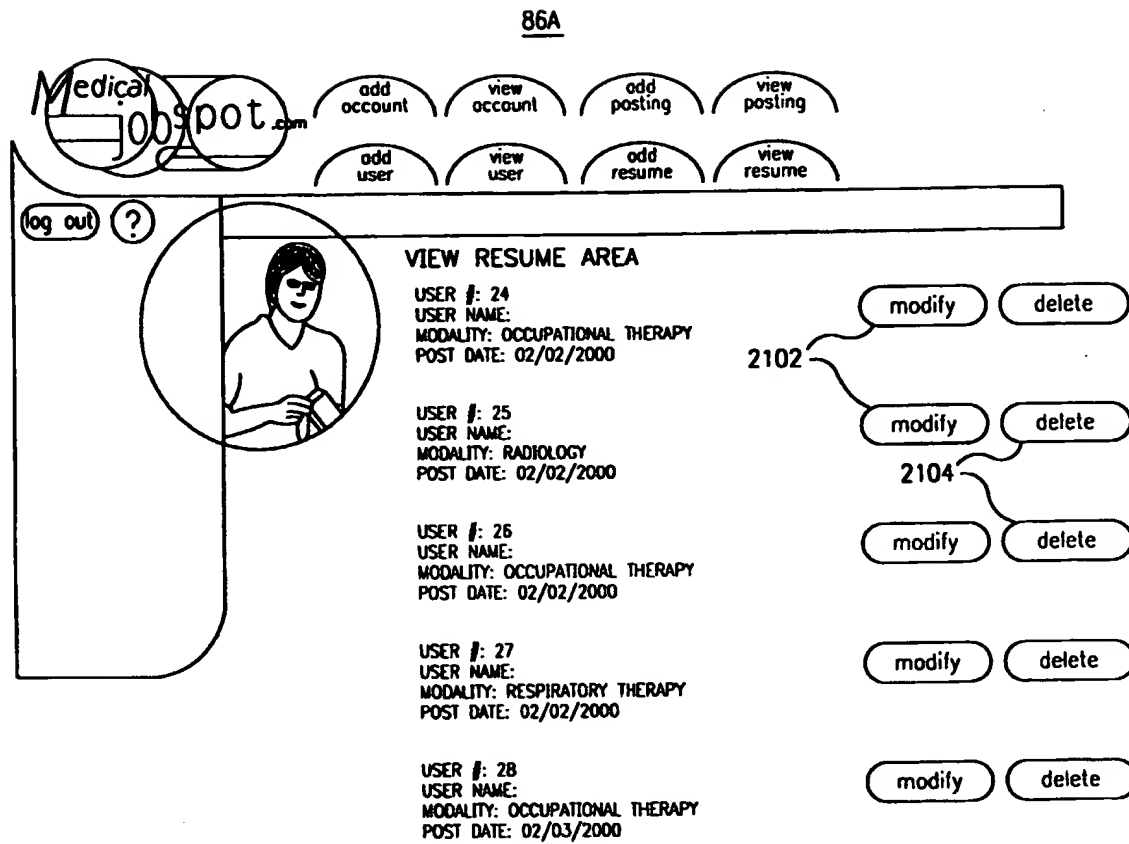


FIG. 21

39/47

62A 64A

Medical jobspot.com

add account view account add posting view posting

add user view user add resume view resume

log out ?

ADD ACCOUNTS AREA

Active account? ☐ YES ☐

1. Institution Name:

2. Contact Department:

3. Contact First Name:

4. Contact Last Name:

5. Contact Street:

6. Contact City:

7. Contact State:

8. Contact Zipcode:

9. Contact Country:

10. Contact E-mail:

11. Contact Phone:

12. Contact FAX:

13. Billing Department:

14. Billing FirstName:

15. Billing Last Name:

16. Billing Street:

17. Billing City:

18. Billing State:

19. Billing Zipcode:

20. Billing Country:

21. Billing E-mail:

22. Billing Phone:

2202

FIG. 22A

40/47


23. Billing FAX:	<input type="text"/>
24. Activated On:	<input type="text"/>
25. Account Duration:	<input type="text"/>
26. Credit Card:	<input type="text"/>
27. Credit card #:	<input type="text"/>
28. Expiry Date on Card:	<input type="text"/>
29. Comments:	<input type="text"/>
30. Description:	<input type="text"/>
31. Website:	<input type="text"/>
32. Image:	<input type="text"/>
	<input type="button" value="submit"/> 2204

An Exciting New Concept in Recruiting Employees and Finding Employment

FIG. 22B

41/47

64A



add account view account add posting view posting
add user view user add resume view resume

log out ?


VIEW ACCOUNTS AREA

ACCID: 1 INST: RTjobspot CONTACT: SIFAKIS, EMMANOUIL WEBSITE:	2302	modify	delete
ACCID: 2 INST: Normal Candidate CONTACT: Lee, Sue WEBSITE:		modify	delete
ACCID: 3 INST: Valley Health System, Winchester Medical Center CONTACT: Kelly, Leslie WEBSITE: www.valleyhealthlink.com	2304	modify	delete
ACCID: 4 INST: Harrison Hospital CONTACT: Grindstaff, Olga WEBSITE:		modify	delete
ACCID: 5 INST: First Health of the Carolinas CONTACT: Sessoms, Theresa WEBSITE: www.firsthealth.org		modify	delete
ACCID: 6 INST: Indian River Memorial Hospital CONTACT: York, Patricia WEBSITE: www.irmh.com		modify	delete
ACCID: 7 INST: Piedmont Hospital CONTACT: Miguel, Sonia WEBSITE: www.piedmonthospital.org		modify	delete
ACCID: 8 INST: Mt. Diablo Medical Center CONTACT: Newcomer, Vicki WEBSITE: www.jmmdhs.com		modify	delete
ACCID: 9 INST: Florida Department of Corrections CONTACT: McKinnie, Sharon WEBSITE: www.dc.state.fl.us		modify	delete
ACCID: 11 INST: St. Catherine Hospital CONTACT: Woods, Jim WEBSITE: www.stcath-hosp.org		modify	delete
ACCID: 12 INST: Kimball County Hospital CONTACT: Tarnai, Kathy WEBSITE: www.ci.kimball.ne.us/hospital		modify	delete
ACCID: 13 INST: Munson Healthcare CONTACT: Stein, Gina WEBSITE: www.mhc.net		modify	delete
ACCID: 14 INST: Interlochen Center for the Arts		modify	delete

FIG. 23

42/47

78A



add account view account add posting view posting
add user view user add resume view resume

log out ?

ADD USERS AREA

Active user? ☐ YES ☐

1. Institution Name:

2. Username:

3. User Password:

4. Profession:

5. First Name:

6. Last Name:

7. Street:

8. City:

9. State:

10. Zipcode:

11. E-mail address:

12. Phone number:

13. FAX number:

14. Privileges:

15. Activated On:

16. User duration:

2402

2404

©MedicalJobSpot.com, Inc. 2000 - Patent Pending

An Exciting New Concept in Recruiting Employees and Finding Employment

FIG. 24

43/47

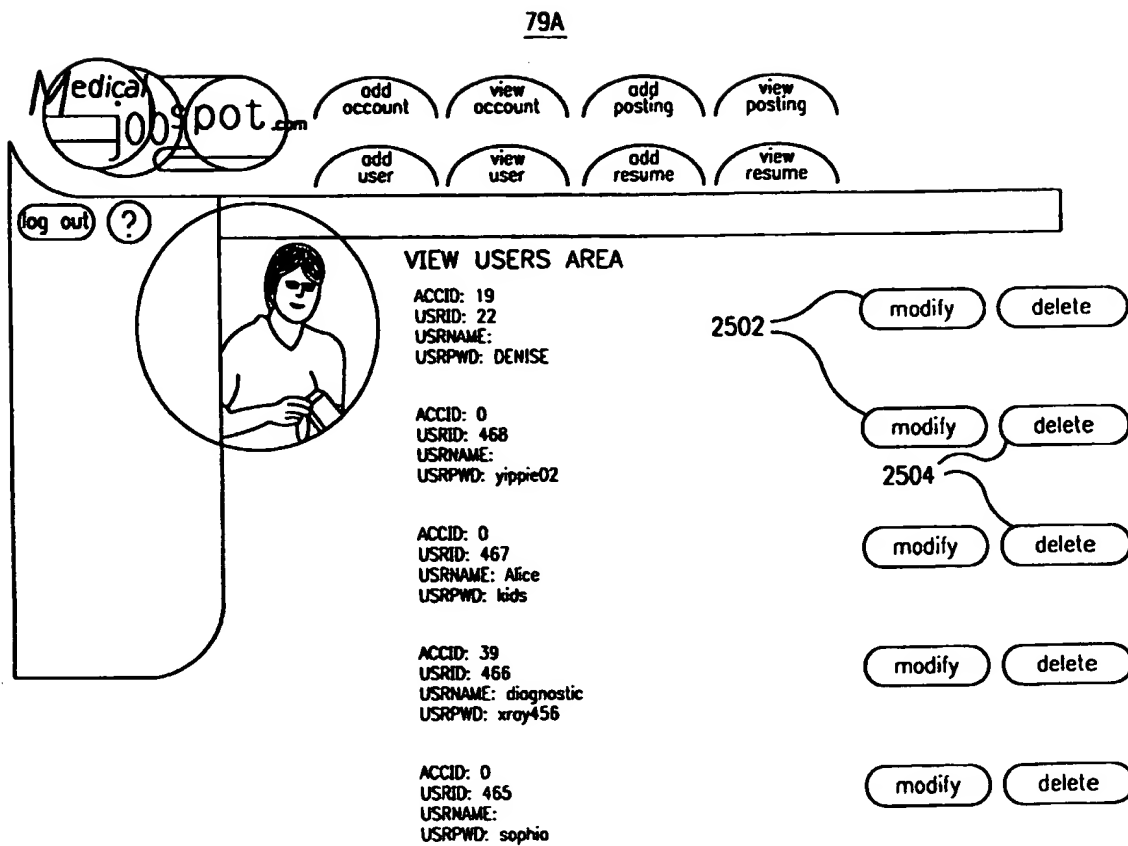
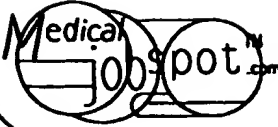


FIG. 25

44/47

84A



add account view account add posting view posting
add user view user add resume view resume

log out ?

ADD RESUME AREA

Active user? ☐ YES ☐ 2604

1. USER KEY: 2602 Autofill codes

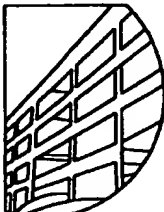
2. Modality: <modality codes>

3. Target Job:

4. Highest Education:

5. Certification/Licenses:

6. Goal/Objective:

7. Experience 

Description:

8. Current Employer:

9. Current Position:

10. Employment type: ☐ Full time ☐ 2606


2606

An Exciting New Concept in Recruiting Employees and Finding Employment

FIG. 26

45/47

86A



add account view account add posting view posting
add user view user add resume view resume

log out ?

MODIFY RESUME AREA

Active Resume?	PLEASE RESET OPTION ▼
1. USER KEY:	24 Autofill codes
2. Modality:	OCCUPATIONAL T < modality codes >
3. Target Job:	Occupational Therap
4. Highest Education:	M.Ed. Occupational
5. Certifications/Licenses:	MA License, board certified, certified counselor/advocate
6. Goal/Objective:	Specialize in Gerontology Actively work in Community
7. Experience Description:	My occupational therapy training included 3 months
8. Current Employer:	Gentiva Home Health
9. Current Position:	OTR/L
10. Employment type:	PLEASE RESET OPTION ▼

submit

An Exciting New Concept in Recruiting Employees and Finding Employment

FIG. 27

46/47

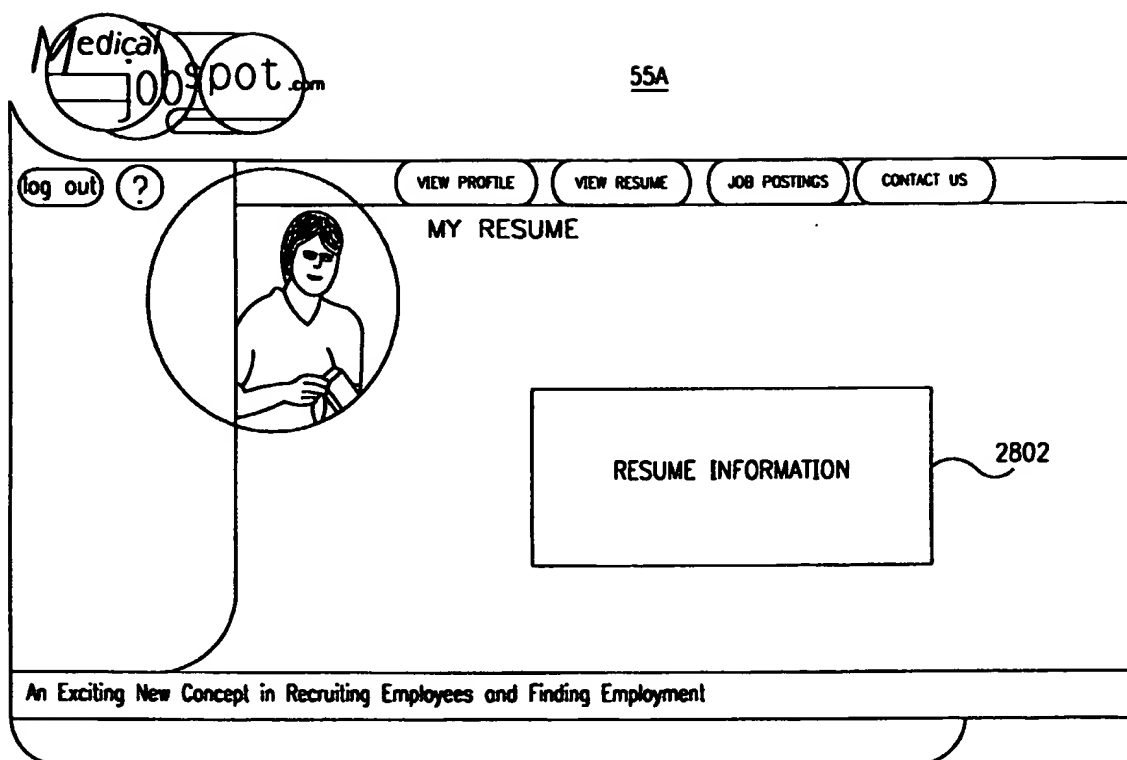


FIG. 28

47 / 47

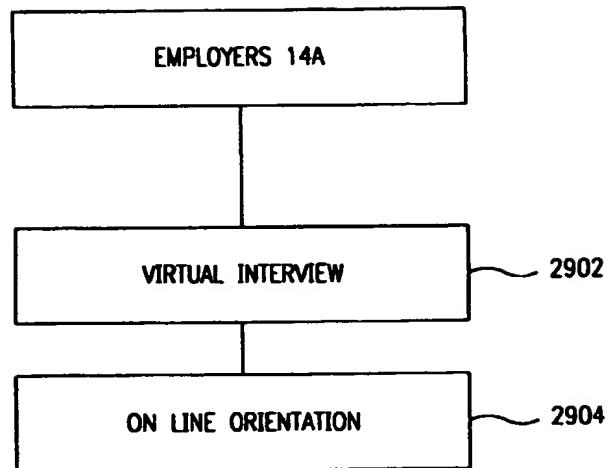


FIG. 29

INTERNATIONAL SEARCH REPORT

International application No.

PCT/US00/32093

A. CLASSIFICATION OF SUBJECT MATTER

IPC(7) : G 06 F 17/60

US CL : 705/1

According to International Patent Classification (IPC) or to both national classification and IPC

B. FIELDS SEARCHED

Minimum documentation searched (classification system followed by classification symbols)

U.S. : 705/1,

Documentation searched other than minimum documentation to the extent that such documents are included in the fields searched

Electronic data base consulted during the international search (name of data base and, where practicable, search terms used)

C. DOCUMENTS CONSIDERED TO BE RELEVANT

Category *	Citation of document, with indication, where appropriate, of the relevant passages	Relevant to claim No.
X	US 5,832,499 A (TAYLOR) 3 November 1998, entire document	1-24, and 27-30
—	see entire document	
Y		1-30
—	US 5,884,270 A (WALKER et al.) 16 March 1999, entire document especially column 18, lines 51-60	
Y		1-30
—	US 5,978,768 A (McGOVERN et al.) 02 November 1999, entire document	
y		1-30

☐ Further documents are listed in the continuation of Box C.☐ See patent family annex.

Special categories of cited documents:	
"A" document defining the general state of the art which is not considered to be of particular relevance	"T" later document published after the international filing date or priority date and not in conflict with the application but cited to understand the principle or theory underlying the invention
"E" earlier application or patent published on or after the international filing date	"X" document of particular relevance; the claimed invention cannot be considered novel or cannot be considered to involve an inventive step when the document is taken alone
"L" document which may throw doubt on priority claim(s) or which is cited to establish the publication date of another citation or other special reason (as specified)	"Y" document of particular relevance; the claimed invention cannot be considered to involve an inventive step when the document is combined with one or more other such documents, such combination being obvious to a person skilled in the art
"O" document referring to an oral disclosure, use, exhibition or other means	"A" document member of the same patent family
"P" document published prior to the international filing date but later than the priority date claimed	

Date of the actual completion of the international search

31 January 2001

Date of mailing of the international search report

23 MAR 2001

Name and mailing address of the ISA/US

Commissioner of Patents and Trademarks

Box PCT

Washington, D.C. 20231

Facsimile No. (703)305-3230

Authorized officer

Hyung S. Sough

Telephone No. 703-308-0956

Peggy Hanod